# CITY OF SOMERVILLE PURCHASING DEPARTMENT Request for Quotes (RFQ) #14-77

The City of Somerville, through the Purchasing Department invites quotes for:

Brown School Fence Modification Project

### Scope of Work Statement

The attached drawings are to be used for this project.

Please refer to the Sheet notes on Page 1.

Make note of all cuts to be made, removals and reties.

Fence Elevation – New Work – Fence Elevation – Demolition.

Netting Elevation (s) 1 and 2

Concrete Foundation (s) Plan 1 and Plan 2

The City will award the contract to the responsible contractor offering to perform the scope for the lowest price. The awarded contractor shall furnish a Certificate of Insurance listing the City of Somerville as an additional insured for one million dollars of general liability coverage. Prevailing wage and Somerville Living Wage ordinance apply.

Quotes due: Wednesday, April 9, 2014 @ 11:00 am Anticipated contract start date: April 10, 2014

Substantial completion: June, 1 2014 Final completion: June 15, 2014

The Purchasing Director reserves the right to reject any or all quotes if, in her sole judgment, the best interest of the City of Somerville would be served by so doing.

Please contact Orazio DeLuca, Contract Manager, at <u>odeluca@somervillema.gov</u>, for any further information.

Orazio DeLuca, MCPPO Contract Manager odeluca@somervillema.gov

# APPENDIX A

QUOTE FORM

SCOPE OF SERVICES

RULE FOR AWARD

# REQUEST FOR PRICE QUOTATION

# THIS IS NOT AN ORDER

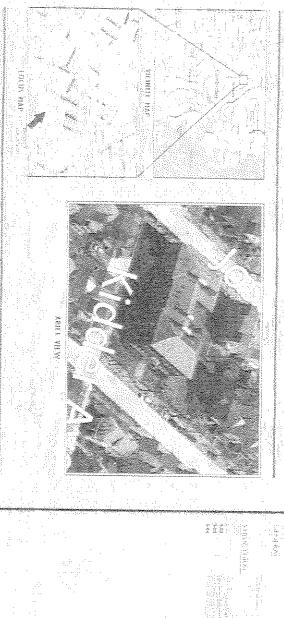
erville		Date:					
chasing	Director						
Avenue	, City Hall						
02143							
(617) 6	525-1344	You are invited to quote pricing on the					
		cond	ditions set forth herein at	nd attached hereto.			
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	Scope of work attached						
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	Chasing Avenue  102143 (617) 6	chasing Director Avenue, City Hall  102143 (617) 625-6600 Ext. 3400 (617) 625-1344  CHE ATTENTION OF: Contract Manager rvillema.gov  DINT: City of Somerville NATION:  UNIT DESCRIPTION  Brown School Fence Modification Proje April 10, 2014 to April 09, 2015 mpletion: June 1, 2014 June 15, 2014 Prevailing Wages/Insurance Scope of work attached  OTE PRICES SHALL INCLUDE TRANS	chasing Director Avenue, City Hall  A 02143 (617) 625-6600 Ext. 3400 (617) 625-1344  You Gille CHE ATTENTION OF: Contract Manager rvillema.gov  Pric Apr  DINT: City of Somerville NATION:  UNIT DESCRIPTION Brown School Fence Modification Project April 10, 2014 to April 09, 2015 mpletion: June 1, 2014 On: June 15, 2014 Prevailing Wages/Insurance Scope of work attached  OTE PRICES SHALL INCLUDE TRANSPORTATION IF ANY, PREPAID TO THE CITY OF SOMERVII  C. 62C, \$49A, I certify under the penalties of perjury at the penalties of pen	chasing Director Avenue, City Hall  A 02143  (617) 625-6600 Ext. 3400  (617) 625-1344  You are invited to quote pric following items subject to the conditions set forth herein at conditions set forth herein at Price quotations must be subthered april 9, 2014 @ 11:00 AM  DINT: City of Somerville  AATION:  UNIT DESCRIPTION MODEL # PRICE  Brown School Fence Modification Project April 10, 2014 to April 09, 2015  Impletion: June 1, 2014  On: June 15, 2014  Prevailing Wages/Insurance  Total Cost of Project:  Scope of work attached  OTE PRICES SHALL INCLUDE TRANSPORTATION AND DELIVERY CH.  IF ANY, PREPAID TO THE CITY OF SOMERVIL LE DESTINATION  C. 62C, \$49A, I certify under the penalties of perjury sy knowledge and belief. I am in compliance with all revealth relating to taxes, reporting of employees and sholading and remaining child support, as well as paid of payments in theu of contributions pursuant to MGL  COMPANY  X PRINT NAME AND TITLE OF PER  COMPANY  STREET ADDRESS  DEVENDOR  CITY, STATE Z			

# **SCOPE OF SERVICES**

Brown School Fence Modification

See attached scope of work

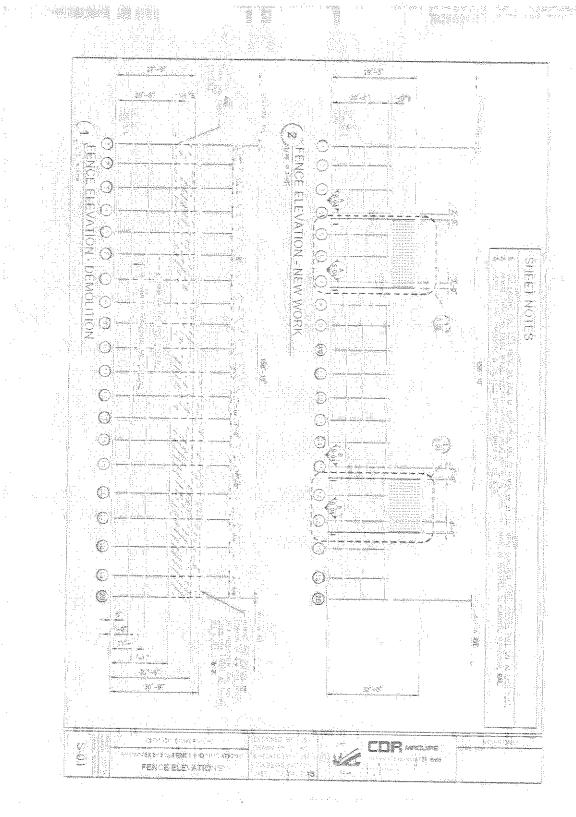
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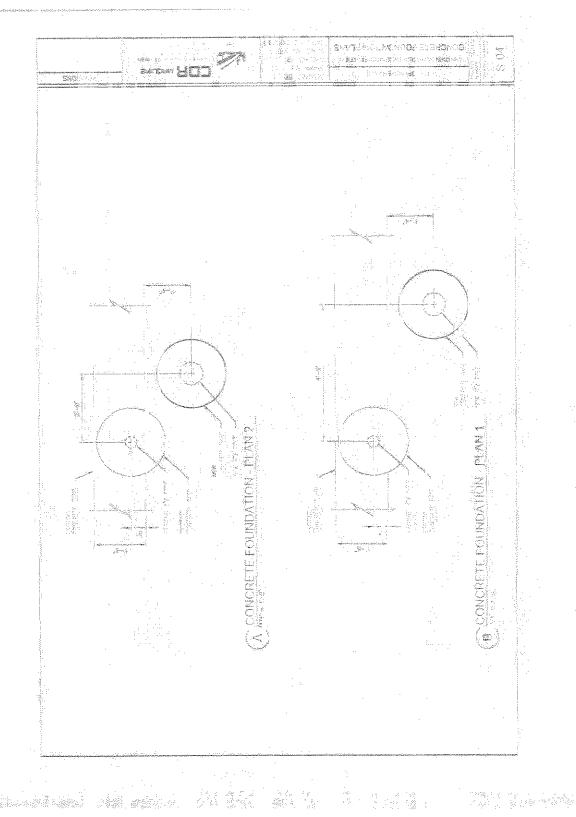
LIST OF DRAWINGS

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# Rule for Award:

\*\*\*\* Substantial Completion:

# One contract will be awarded to the responsible and eligible bidder offering the total lowest QUOTED price.

The City will award the contract to the responsible contractor offering to perform the scope for the lowest price. The awarded contractor shall furnish a Certificate of Insurance listing the City of Somerville as an additional insured for Five-Hundred Thousand (\$500,000.00) dollars of general liability coverage. Prevailing wage and Somerville Living Wage ordinance apply.

June 01, 2014

**** Final Completion: Ju	ne 15, 201	14	
Brown School Fence Modification	n	April 10, 2014 to April 09, 2015	
TOTAL COST:		\$	
Name of Company:			
Submitted By:			
Address:			
Phone:			
Date:			
Email:	-		

# APPENDIX B REQUIRED FORMS

TERMS AND CONDITIONS

CERTIFICATE OF AUTHORITY

SOMERVILLE LIVING WAGE FORM

VENDOR CERTIFICATION FORM

### INSTRUCTIONS TO VENDOR

- 1. Manufacturer and model numbers of item to be quoted must be stated. In the event the vendor does not indicate the manufacturer and model number to be furnished, vendor must supply the exact manufacturer and model number specified by the City.
- 2. ALL QUOTATIONS MUST BE SIGNED.

# TERMS AND CONDITIONS

By signing this quotation, the vendor acknowledges and agrees to the following terms and conditions:

- 1. This Request for Price Quotation is governed by M.G.L. c.30B.
- 2. Unless otherwise stated, the quantities set forth are ESTIMATES ONLY. The City reserves the right to purchase the items specified in any amount less than the estimated amount.
- 3. The City is exempt from the following taxes: sales, excise and Federal transportation.
- 4. The City reserves the right to reject any or all quotes when the City determines that it is in the best interest of the City to do so.
- 5. The City will award the contract to the responsible vendor offering the needed quality of supply or service at the lowest quotation.
- 6. All supplies must be property packaged; damaged supplies will not be accepted.
- 7. Rejected supplies will be returned to the vendor at the vendor's sole risk and expense.
- 8. The vendor shall comply with all applicable Federal, State, and Local laws.
- 9. Where the unit price and the total price are at variance, the unit price will prevail.
- 10. The vendor agrees to take all necessary precautions to prevent injury to any persons or damage to property during the term of this Agreement and shall indemnify and save the City harmless against all damages, loss or expense, including judgments, costs, attorneys' fees and interest resulting in any way, from any negligent or willful act or omission on the part of the vendor, its agents, employees or sub-contractors or resulting directly or indirectly from the vendor's performance under this Agreement.
- 11. MATERIAL SAFETY DATA SHEETS: Pursuant to G.L. c. 111F, § 8, 9, 10, the Vendor agrees to submit a Material Safety Data Sheet for each toxic or hazardous substance or mixture containing such substance when deliveries are made. The vendor agrees to comply with all requirements set forth in the aforementioned laws.

- 12. In performance of this contract, the vendor shall not discriminate on the grounds of race, color, religion, national origin, age or sex in employment practices or in the selection or retention of subcontractors, and in the procurement of material or rental of equipment. The City may cancel, terminate, or suspend the contract in whole or in part for any violation of this paragraph.
- 13. The vendor shall not assign, sell, subcontract or otherwise transfer any interest in this contact without the prior written consent of the City.
- 14. Notwithstanding any language to the contrary within the body of this Contract, the City may terminate this Contract, without cause at any time, effective upon the termination date stated in the notice of termination.
- 15. If the Contract is terminated under this subsection, the Vendor shall be entitled to be paid for Supplies and/or Services delivered and accepted prior to notice of termination at the prices stated in the Contract or bid documents. Any Supplies and/or Services delivered after notification of termination but prior to the effective termination date must be approved in writing in advance by the City in order to be eligible for payment. In no event shall the Vendor be entitled to be paid for any Supplies and/or Services delivered after the effective date of termination.
- 16. The Vendor must certify that all employees to be provided have successfully completed at least ten (10) hours of OSHA approved training in Construction Safety and Health.

X	X
DATE	SIGNATURE OF VENDOR

Contract Number:



Certificate of Author (Corporations Only	· ·
Instructions: Complete this form and sign and date	where indicated below.
1. I hereby certify that I, the undersigned, am the duly e	lected Clerk/Secretary of
(Insert Full Name of Co	orporation)
2. I hereby certify that the following individual (Insert the Name of Officer who	Signed the Contract and Bonds)
is the duly elected (Insert the Title of the Officer in	of said Corporation.  1 Line 2)
3. I hereby certify that on (Insert Date: Must be on or before Date	Officer Signed Contract/Bonds)
at a duly authorized meeting of the Board of Director quorum was present, it was voted that	s of said corporation, at which a
(Insert Name of Officer from Line 2) (Insert	Title of Officer from Line 2)
of this corporation be and hereby is authorized to deliver contracts and bonds in the name and on affix its Corporate Seal thereto, and such execut in this corporation's name and on its behalf, with shall be valid and binding upon this corporation been amended or rescinded and remains in full to forth below.	behalf of said corporation, and ion of any contract of obligation h or without the Corporate Seal, and that the above vote has not
4. ATTEST:	
Signature:(Clerk or Secretary) Printed Name:	AFFIX CORPORATE SEAL HERE
Printed Title:	-
Date: (Date Must Be on or after Date Office)	r Signed Contract/Bonds)

Form:\_\_\_\_Contract Number:\_\_\_\_



# Certificate of Authority (Limited Liability Companies Only)

T 4.		
Inst	structions: Complete this form and sign a	nd date where indicated below.
1. I,	I, the undersigned, being a member or mana	ger of
	(Complete Name of Limite	ed Liability Company)
	limited liability company (LLC) hereby certifurpose of contracting with the City of Somerv	<del>-</del>
2. T	The LLC is organized under the laws of the	state of:
3. T	The LLC is managed by (check one) a M	anager or by its Members.
4. I	<ul> <li>other legally binding documents on behalf of the LLC;</li> <li>duly authorized to do and perfor appropriate to carry out the term of the LLC; and</li> </ul>	dividual(s) is:  deliver this contract, agreement, and/or relating to any contract and/or agreement  and acts and things necessary or as of this contract or agreement on behalf  document or action is necessary to
	Name 3	îitle
5.	Signature:Printed Name:	
	Printed Title:	
	Date:	

Contract Number:

Form:



# SOMERVILLE LIVING WAGE ORDINANCE CERTIFICATION FORM CITY OF SOMERVILLE CODE OF ORDINANCES SECTION 2-397 et seq\*.

<u>Instructions</u>: This form shall be included in all Invitations for Bids and Requests for Proposals which involve the furnishing of labor, time or effort (with no end product other than reports) by vendors contracting or subcontracting with the City of Somerville, where the contract price meets or exceeds the following dollar threshold: \$10,000. If the undersigned is selected, this form will be attached to the contract or subcontract and the certifications made herein shall be incorporated as part of such contract or subcontract. Complete this form and sign and date where indicated below on page 2.

<u>Purpose</u>: The purpose of this form is to ensure that such vendors pay a "Living Wage" (defined below) to all covered employees (i.e., all employees except individuals in a city, state or federally funded youth program). In the case of bids, the City will award the contract to the lowest responsive and responsible bidder paying a Living Wage. In the case of RFP's, the City will select the most advantageous proposal from a responsive and responsible offeror paying a Living Wage. In neither case, however, shall the City be under any obligation to select a bid or proposal that exceeds the funds available for the contract.

<u>Definition of "Living Wage":</u> For this contract or subcontract, as of 7/1/2013 "Living Wage" shall be deemed to be an hourly wage of no less than \$11.89 per hour. From time to time, the Living Wage may be upwardly adjusted and amendments, if any, to the contract or subcontract may require the payment of a higher hourly rate if a higher rate is then in effect.

### **CERTIFICATIONS**

- 1. The undersigned shall pay no less than the Living Wage to all covered employees who directly expend their time on the contract or subcontract with the City of Somerville.
- 2. The undersigned shall post a notice, (copy enclosed), to be furnished by the contracting City Department, informing covered employees of the protections and obligations provided for in the Somerville Living Wage Ordinance, and that for assistance and information, including copies of the Ordinance, employees should contact the contracting City Department. Such notice shall be posted in each location where services are performed by covered employees, in a conspicuous place where notices to employees are customarily posted.
- 3. The undersigned shall maintain payrolls for all covered employees and basic records relating hereto and shall preserve them for a period of three years. The records shall contain the name and address of each employee, the number of hours worked, the gross wages, a copy of the social

Online at: www.somervillema.gov/purchasing

<sup>\*</sup>Copies of the Ordinance are available upon request to the Purchasing Department.

Form: Contract Number:	CITY OF SOMERVILLE	Rev. 06/27/13
security returns, and evidence contracting City Department	e of payment thereof and such other from time to time.	r data as may be required by the
information of possible none Ordinance, the undersigned s the work site, to interview en	mit payroll records to the City upon ompliance with the provisions the Schall permit City representatives to apployees, and to examine the books of determine payment of wages.	Somerville Living Wage observe work being performed at
, 0	fund wage increases required by the ealth insurance benefits of any of its	
	at the penalties and relief set forth in to the rights and remedies set fort	
<b>CERTIFIED BY</b> :		
Signature:(Duly Au	thorized Representative of Vendo	or)
Title:		

Name of Vendor:

Date:

Form:	CITY OF SOMERVILLE	Rev. 06/27/13
Contract Number:		

# **INSTRUCTIONS: PLEASE POST**

# NOTICE TO ALL EMPLOYEES REGARDING PAYMENT OF LIVING WAGE

Under the Somerville, Massachusetts' Living Wage Ordinance (Ordinance No. 1999-1), any person or entity who has entered into a contract with the City of Somerville is required to pay its employees who are involved in providing services to the City of Somerville no less than a "Living Wage".

The Living Wage as of 7/1/2013 is \$11.89 per hour. The only employees who are not covered by the Living Wage Ordinance are individuals in a Youth Program. "Youth Program" as defined in the Ordinance, "means any city, state or federally funded program which employs youth, as defined by city, state or federal guidelines, during the summer, or as part of a school to work program, or in any other related seasonal or part-time program."

For assistance and information regarding the protections and obligations provided for in the Living Wage Ordinance and/or a copy of the Living Wage Ordinance, all employees should contact the City of Somerville's Purchasing Department directly.

Online at: www.somervillema.gov/purchasing



# JOSEPH A. CURTATONE MAYOR

# **Vendor Certification**

The vendor certifies that it has provided the City of Somerville with an accurate tax identification number (TIN). In the event that the City is fined by the IRS for an incorrect TIN provided by the vendor, the vendor agrees to reimburse the City for the amount of the fine.

TIN
Signature
Printed Name of Person signing
Company
Date



# APPENDIX C INSURANCE REQUIREMENTS

# INSURANCE SPECIFICATIONS INSURANCE REQUIREMENTS FOR AWARDED VENDOR ONLY:

Prior to commencing performance of any work or supplying materials or equipment covered by these specifications, the contractor shall furnish to the Office of the Purchasing Director a Certificate of Insurance evidencing the following:

# A. GENERAL LIABILITY - Comprehensive Form

Bodily Injury Liability......\$500,000.00

Property Damage Liability......\$500,000.00

B. COVERAGE FOR PAYMENT OF WORKER'S COMPENSATION BENEFIT PURSUANT TO CHAPTER 152 OF THE MASSACHUSETTS GENERAL LAWS IN THE AMOUNT AS LISTED BELOW:

WORKER'S COMPENSATION.....\$Statutory

EMPLOYERS' LIABILITY.....\$ Statutory

# C. AUTOMOBILE LIABILITY INSURANCE AS LISTED BELOW:

# BODILY INJURY LIABILITY.....\$ STATUTORY

- 1. A contract will not be executed unless a certificate (s) of insurance evidencing above-described coverage is attached.
- 2. Failure to have the above-described coverage in effect during the entire period of the contract shall be deemed to be a breach of the contract.
- 3. All applicable insurance policies shall read:
- "CITY OF SOMERVILLE" as a certificate holder and as an additional insured for general liability only along with a description of operation in the space provided on the certificate.
- 4. Please comply with our requirement of a thirty (30) day notice of cancellation and note on certificate.

Certificate Should Be Made Out To:
City Of Somerville
Purchasing Department
93 Highland Avenue
Somerville, Ma. 02143

Note: If your insurance expires during the life of this contract, you shall be responsible to submit a new certificate(s) covering the period of the contract. No payment will be made on a contract with an expired insurance certificate.

# APPENDIX D

# PREVAILING WAGES

# PREVAILING WAGE COMPLIANCE FORM



# THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT DEPARTMENT OF LABOR STANDARDS

### **Prevailing Wage Rates**

As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H

RACHEL KAPRIELIAN Secretary HEATHER E. ROWE Director

City/Town: SOMERVILLE

Awarding Authority:

City of Somerville

Contract Number:
Description of Work:

Brown School Fence Modification

Job Location:

201 Willow Ave, Somerville Ma

# Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- Awarding authorities must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project. The wage schedule must be posted in a conspicuous place at the work site during the life of the project in accordance with M.G.L. c. 149, § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project regardless of whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Training (DAT). Apprentices must keep his/her apprentice identification card on his/her person during all work hours on the project. If an apprentice rate is listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, the apprentice may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, the apprentice must be paid the journeyworker's rate for the trade.
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports directly to the awarding authority and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Issue Date: 03/14/2014 Wage Request Number: 20140314-021

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction					Опенкрюуниен	
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE 4	12/01/2013	\$32.05	\$9.41	\$8.80	\$0.00	\$50.26
TEAMSTERS JOINT COUNCIL NO. 10 ZUNE A	06/01/2014	\$32.40	\$9.41	\$8.80	\$0.00	\$50.61
	08/01/2014	\$32.40	\$9.91	\$8.80	\$0.00	\$51.11
	12/01/2014	\$32.40	\$9.91	\$9.33	\$0.00	\$51.64
	06/01/2015	\$32.75	\$9.91	\$9.33	\$0.00	\$51.99
	08/01/2015	\$32.75	\$10.41	\$9.33	\$0.00	\$52.49
	12/01/2015	\$32.75	\$10.41	\$10.08	\$0.00	\$53.24
	06/01/2016	\$33.25	\$10.41	\$10.08	\$0.00	\$53.74
	08/01/2016	\$33.25	\$10.91	\$10.08	\$0.00	\$54.24
	12/01/2016	\$33.25	\$10.91	\$10.89	\$0.00	\$55.05
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2013	\$32.12	\$9.41	\$8.80	\$0.00	\$50.33
EAMSTERS JOINT COONCIL NO. 10 ZONE A	06/01/2014	\$32.47	\$9.41	\$8.80	\$0.00	\$50.68
	08/01/2014	\$32.47	\$9.91	\$8.80	\$0.00	\$51.18
	12/01/2014	\$32.47	\$9.91	\$9.33	\$0.00	\$51.71
	06/01/2015	\$32.82	\$9.91	\$9.33	\$0.00	\$52.06
	08/01/2015	\$32.82	\$10.41	\$9.33	\$0.00	\$52.56
	12/01/2015	\$32.82	\$10.41	\$10.08	\$0.00	\$53.31
	06/01/2016	\$33.32	\$10.41	\$10.08	\$0.00	\$53.81
	08/01/2016	\$33.32	\$10.91	\$10.08	\$0.00	\$54.31
	12/01/2016	\$33.32	\$10.91	\$10.89	\$0.00	\$55.12
4 & 5 AXLE) DRIVER - EQUIPMENT	12/01/2013	\$32.24	\$9.41	\$8.80	\$0.00	\$50.45
EAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$32.59	\$9.41	\$8.80	\$0.00	\$50.80
	08/01/2014	\$32.59	\$9.91	\$8.80	\$0.00	\$51.30
	12/01/2014	\$32.59	\$9.91	\$9.33	\$0.00	\$51.83
	06/01/2015	\$32.94	\$9.91	\$9.33	\$0.00	\$52.18
	08/01/2015	\$32.94	\$10.41	\$9.33	\$0.00	\$52.68
	12/01/2015	\$32.94	\$10.41	\$10.08	\$0.00	\$53,43
	06/01/2016	\$33.44	\$10.41	\$10.08	\$0.00	\$53.93
	08/01/2016	\$33.44	\$10.91	\$10.08	\$0.00	\$54.43
	12/01/2016	\$33.44	\$10.91	\$10.89	\$0.00	\$55.24
DS/SUBMERSIBLE PILOT	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	\$112.18
ILE DRIVER LOCAL 56 (ZONE 1)	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
IR TRACK OPERATOR	12/01/2013	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
ABORERS - ZONE 1	06/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
	12/01/2014	\$35.60	\$7.30	\$12.70	\$0.00	\$55,60
	06/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	12/01/2015	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	06/01/2016	\$37.85	\$7.30	\$12,70	\$0.00	\$57.85
	12/01/2016	\$38.85	\$7.30	\$12.70	\$0.00	\$58.85
For apprentice rates see "Apprentice- LABORER"						4.5 5.05

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 2 of 39

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2013	\$30.68	\$10.40	\$5.95	\$0.00	\$47.03
man a ricor modification to the vibration	06/01/2014	\$31.58	\$10.40	\$5.95	\$0.00	\$47.93
	12/01/2014	\$32.48	\$10.40	\$5.95	\$0.00	\$48.83
	06/01/2015	\$33.43	\$10.40	\$5.95	\$0.00	\$49.78
	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
ASPHALT RAKER LABORERS - ZONE 1	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
DABORERS - ZONE I	06/01/2014	\$34.35	\$7.30	\$12,70	\$0.00	\$54.35
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12,70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER  OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
LABORERS - ZONE 1	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2013	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
LABORERS - ZONE 1	06/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
	12/01/2014	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
	06/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	12/01/2015	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	06/01/2016	\$37.85	\$7.30	\$12.70	\$0.00	\$57.85
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.85	\$7.30	\$12.70	\$0.00	\$58.85
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 3 of 39

Supplemental Classification Total Rate Effective Date Base Wage Health Pension Unemployment

^ ~		DILERMAKER - Local 29						
Effect Step	ive Date - percent	01/01/2010	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
1	65		\$24.51	\$6.97	\$11.18	\$0.00	\$42.66	(-1 <sup>2</sup>
2	65		\$24.51	\$6.97	\$11.18	\$0.00	\$42.66	
3	70		\$26.39	\$6.97	\$11.18	\$0.00	\$44.54	
4	75		\$28.28	\$6.97	\$11.18	\$0.00	\$46.43	
5	80		\$30.16	\$6.97	\$11.18	\$0.00	\$48.31	
6	85		\$32.05	\$6.97	\$11.18	\$0.00	\$50.20	
7	90	•	\$33.93	\$6.97	\$11.18	\$0.00	\$52.08	
8	95		\$35.82	\$6.97	\$11.18	\$0.00	\$53.97	
Notes	Mice, spikeptolicki III.Personiko po	элдэгэгэг амиямалы үүлэгүүрүн онаадууу, онунчууч Адургады ауул	MITTEL MITTEL METALL VERNEYA, METALLIM SEMBOAL MITTEL	MANAGAR MINAGAM AMBANIZA Z	innerit immer meneggy	Average and the second	comment improved companies objectives	
Appre	entice to Jou	rneyworker Ratio:1:5	ever inflamini vvecama essentilar ilavelete, invincip <sub>e p</sub>	obramii waranikii waxaakii, wi	dinami sensore comente	All-Allinger interpretation recognitive additional and an additional and a second a	; стоян тонника шислого жолбаар	
	FICIAL MA	SONRY (INCL. MASONF	RY 02/01/2014	\$48.06	\$10.18	\$18.15	\$0.00	\$76.39
FERPROOFING) Klayers local 3 (B0	OSTON)		08/01/2014	\$48.96	\$10.18	\$18.22	\$0.00	\$77.36
			02/01/2015	\$49.52	\$10.18	\$18.22	\$0.00	\$77.92
ą			08/01/2015	\$50.42	\$10.18	\$18.29	\$0.00	\$78.89
			02/01/2016	\$50.99	\$10.18	\$18.29	\$0.00	\$79.46
			08/01/2016	\$51.89	\$10.18	\$18.37	\$0.00	\$80.44
			02/01/2017	\$52.46	\$10.18	\$18.37	\$0.00	\$81.01

Issue Date: 03/14/2014

Wage Request Number: 20140314-021

Î	Effectiv	e Date -	02/01/2014		.,,			0 1		
1	Step	percent		Apprentice Base Wag	ge H	ealth	Pension	Supplemental Unemployment	Total Rate	e
	1	50		\$24.03	\$1	10.18	\$18.15	\$0.00	\$52.36	\$
	2	60		\$28.84	\$1	10.18	\$18.15	\$0.00	\$57.17	7
	3	70		\$33.64	\$1	10.18	\$18.15	\$0.00	\$61.97	7
	4	80		\$38,45	\$1	10.18	\$18.15	\$0.00	\$66.78	}
	5	90		\$43.25	\$1	10.18	\$18.15	\$0.00	\$71.58	3
]	Effectiv	e Date -	08/01/2014					Supplemental		
:	Step	percent	113 km kryl ym esse connoceae annoceae y y y ceasan i 113 km kryl ym lly y b y y y y y y y y y y y y y y y y	Apprentice Base Wag	ge H	ealth	Pension	Unemployment	Total Rate	>
	1	50		\$24.48	\$1	10.18	\$18.22	\$0.00	\$52.88	3
	2	60		\$29.38	\$1	10.18	\$18.22	\$0.00	\$57.78	}
	3	70		\$34.27	\$1	10.18	\$18.22	\$0.00	\$62.67	7
	4	80		\$39.17	\$1	10.18	\$18.22	\$0.00	\$67.57	
	5	90		\$44.06	\$1	10.18	\$18.22	\$0.00	\$72.46	S
Ĩ	Notes:	orthogeth Streetholic som	ANDROA MINORANA SIATISTYS STILLABARA MAISTEN WINNINGAY MA	MARINE STUDYS ALATAAN SALABANI SUUMMIN WAALA	unen sylvadiii	the merchanic management dis	HALLING TOWNS TOWNS	Marthiro?	Philippin announced his his philipping	
én d	Appren	tice to Jou	rneyworker Ratio:1:5	Philips Shippinishi exproprior Shipologian prominings (Assertin	***** ********************************	a Arropays, per constantation con-	TETTERE TATIONAL MARKETANI III III	mAngaga Engelvisor thansants as for	Masser mensylvyets resilventsku assessmen	
BULLDOZER/G			R	12/01/20	)13	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice ra	ites see "A	Apprentice- OI	PERATING ENGINEERS"							
CAISSON & UN			OTTOM MAN	12/01/20	)13	\$34.45	\$7.30	\$12.90	\$0.00	\$54.65
LABORERS - FOUND	AIRIN A	NU MAKINE		06/01/20	)14	\$35.20	\$7.30	\$12.90	\$0.00	\$55.40
				12/01/20	)14	\$35.95	\$7.30	\$12.90	\$0.00	\$56.15
				06/01/20	)15	\$36.70	\$7.30	\$12.90	\$0.00	\$56.90
				12/01/20	)15	\$37.45	\$7.30	\$12.90	\$0.00	\$57.65
				06/01/20	)16	\$38.20	\$7.30	\$12.90	\$0.00	\$58.40
For apprentice ra	tes see "A	apprentice- LA	ABORER"	12/01/20	)16	\$39.20	\$7.30	\$12.90	\$0.00	\$59.40
CAISSON & UN	DERPI	NNING LA		12/01/20	)13	\$33.30	\$7.30	\$12.90	\$0.00	\$53.50
LABORERS - FOUND	MIION A	ND MARINE		06/01/20	)14	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
				12/01/20	)14	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
				06/01/20	15	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
				12/01/20	15	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
				06/01/20	16	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
For apprentice rat	tes see "A	pprentice- LA	ABORER"	12/01/20	16	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Boston

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN	12/01/2013	\$33.30	\$7.30	\$12.90	\$0.00	\$53.50
LABORERS - FOUNDATION AND MARINE	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
CARBIDE CORE DRILL OPERATOR	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
LABORERS - ZONE 1	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
CARPENTER	03/01/2014	\$40.83	\$9.80	\$15.91	\$0.00	\$66.54
CARPENTERS -ZONE 1 (Metro Boston)	09/01/2014	\$41.85	\$9.80	\$15.91	\$0.00	\$67.56
	03/01/2015	\$42.87	\$9.80	\$15.91	\$0.00	\$68.58

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 6 of 39

Classification

	Step	percent 03/01/2014	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$20.42	\$9.80	\$1,57	\$0.00	\$31.79	
	2	60	\$24.50	\$9.80	\$1.57	\$0.00	\$35.87	
	3	70	\$28.58	\$9.80	\$11.20	\$0.00	\$49.58	
	4	75	\$30.62	\$9.80	\$11.20	\$0.00	\$51.62	
	5	80	\$32.66	\$9.80	\$12.77	\$0.00	\$55.23	
	6	80	\$32.66	\$9.80	\$12.77	\$0.00	\$55.23	
	7	90	\$36.75	\$9.80	\$14.34	\$0.00	\$60.89	
	8	90	\$36.75	\$9.80	\$14.34	\$0.00	\$60.89	
	Effecti	ive Date - 09/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$20.93	\$9.80	\$1.57	\$0.00	\$32.30	
	2	60	\$25.11	\$9.80	\$1.57	\$0.00	\$36.48	
	3	70	\$29.30	\$9.80	\$11.20	\$0.00	\$50.30	
	4	75	\$31.39	\$9.80	\$11.20	\$0.00	\$52.39	
	5	80	\$33.48	\$9.80	\$12.77	\$0.00	\$56.05	
	6	80	\$33.48	\$9.80	\$12.77	\$0.00	\$56.05	
	7	90	\$37.67	\$9.80	\$14.34	\$0.00	\$61.81	
	8	90	\$37.67	\$9.80	\$14.34	\$0.00	\$61.81	
	Notes:	s merendan subdahin dahapanya dasbanda pepadaha men	THE THEOREM MILITUM PROMISES AND ADMINISTRATION AND ADMINISTRATION OF THE PROPERTY OF THE PROP	APPEARANT INCOME.	1954 Abadidan migiliyi Asalimi serigin, arasin, arasin	ananami dalahan mengangan ng	PERFORM MINISTERS SUMMERS	
	тымын мінінніі	distributor annotorges segratura, miniminik manimini debasolas vinamini	es minorinal actuaries especialis indosects connecting to	HAVVAL Abbunitos VIIIIIRAGO ep	eArester minorina vancimini	Professional Surgestance IIII IIII SIIII	KKERE LLOJIIM OJIIIINY IIIXIKIN	
		ntice to Journeyworker Ratio	:1:5	: 				
ENT MA: Layers lo		PLASTERING	01/01/2014	\$43.60	\$10.90	\$18.71	\$1.30	\$74.5
	J	~-~-, y	07/01/2014	\$43.77	\$10.90	\$18.71	\$1.30	\$74.6
			01/01/2015	\$44.69	\$10.90	\$18.71	\$1.30	\$75.6
			07/01/2015	\$45.29	\$10.90	\$18.71	\$1.30	\$76.2
			01/01/2016	\$46.21	\$10.90	\$18.71	\$1.30	\$77.1

	Step	percent	Ap	prentice Base Wage	Health	Pension	Supplemental Unemployment	Tot	al Rate
	1	50		\$21.80	\$10.90	\$12.21	\$1.30		\$46.21
	2	60		\$26.16	\$10.90	\$13.71	\$1.30		\$52.07
	3	65		\$28.34	\$10.90	\$14.71	\$1.30		\$55.25
	4	70		\$30.52	\$10.90	\$15.71	\$1.30		\$58.43
	5	75		\$32.70	\$10.90	\$16.71	\$1.30		\$61.61
	6	80		\$34.88	\$10.90	\$17.71	\$1.30		\$64.79
	7	90		\$39.24	\$10.90	\$18.71	\$1.30		\$70.15
	Effecti	ve Date -	07/01/2014				C1		
	Step	percent	Ap	prentice Base Wage	Health	Pension	Supplemental Unemployment	Tota	al Rate
	1	50		\$21.89	\$10.90	\$12.21	\$1.30		\$46.30
	2	60		\$26.26	\$10.90	\$13.71	\$1.30		\$52.17
	3	65		\$28.45	\$10.90	\$14.71	\$1.30		\$55.36
	4	70		\$30.64	\$10.90	\$15.71	\$1.30		\$58.55
	5	75		\$32.83	\$10.90	\$16.71	\$1.30		\$61.74
	6 .	80		\$35.02	\$10.90	\$10.71	\$1.30		\$64.93
	7	90		\$39.39	\$10.90	\$17.71	\$1.30		\$70.30
	Notes:	Steps 3,4	are 500 hrs. All other steps are 1	1,000 hrs.					
	Apprei OPERAT	ntice to Jo	are 500 hrs. All other steps are 1 urneyworker Ratio:1:3			\$7.30 \$7.30	\$12.70 \$12.70	\$0.00	\$53.60 \$54.35
	Apprei OPERAT	ntice to Jo	different footballings with the same than same than same footballings and the same of the	12/01/2013	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	Apprei OPERAT	ntice to Jo	different footballings with the same than same than same footballings and the same of the	12/01/2013	\$34.35 \$35.10	\$7.30 \$7.30	\$12.70 \$12.70	\$0.00 \$0.00	\$54.35 \$55.10
	Apprei OPERAT	ntice to Jo	different footballings with the same than same than same footballings and the same of the	12/01/2013 06/01/2014 12/01/2014 06/01/2015	\$34.35 \$35.10 \$35.85	\$7.30 \$7.30 \$7.30	\$12.70 \$12.70 \$12.70	\$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85
	Apprei OPERAT	ntice to Jo	different footballings with the same than same than same footballings and the same of the	12/01/2013 06/01/2014 12/01/2014 06/01/2015 12/01/2015	\$34.35 \$35.10 \$35.85 \$36.60	\$7.30 \$7.30 \$7.30 \$7.30	\$12.70 \$12.70 \$12.70 \$12.70	\$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60
IAIN SAW BORERS - ZON	Apprei OPERAT	ntice to Jo	urneyworker Ratio:1:3	12/01/2013 06/01/2014 12/01/2014 06/01/2015	\$34.35 \$35.10 \$35.85 \$36.60 \$37.35	\$7.30 \$7.30 \$7.30	\$12.70 \$12.70 \$12.70	\$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85
For apprentic  AM SHELI  FRATING ENG	Apprei OPERAT NE 1  ce rates see " LS/SLUR!	Apprentice- L RY BUCK	urneyworker Ratio:1:3  ABORER" ETS/HEADING MACHINES	12/01/2013 06/01/2014 12/01/2014 06/01/2015 12/01/2015	\$34.35 \$35.10 \$35.85 \$36.60 \$37.35 \$38.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35
For apprentic  AM SHELI  For apprentic  For apprentic  MPRESSO	Apprei OPERAT VE 1  LS/SLURI GINEERS LO DE rates see ",	Apprentice- L RY BUCK OCAL 4 Apprentice- C	urneyworker Ratio:1:3	12/01/2013 06/01/2014 12/01/2014 06/01/2015 12/01/2016	\$34.35 \$35.10 \$35.85 \$36.60 \$37.35 \$38.35 \$41.49	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35
For apprentic  AM SHELI  ERATING ENG  For apprentic  MPRESSO  ERATING ENG  For apprentic	Apprei OPERAT VE 1  LS/SLUR! GINEERS LO DE rates see ". OR OPERA GINEERS LO DE rates see ".	Apprentice- L RY BUCK CAL 4 Apprentice- C ATOR OCAL 4 Apprentice- C	urneyworker Ratio:1:3  ABORER" ETS/HEADING MACHINES	12/01/2013 06/01/2014 12/01/2014 06/01/2015 12/01/2016 12/01/2016	4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60 6 \$37.35 6 \$38.35 8 \$41.49	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$10.00	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$14.18	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35
For apprentic AM SHELI FRATING ENG For apprentic MPRESSO FOR apprentic LEADER (	Apprei OPERAT VE 1  LS/SLURI GINEERS LO DE rates see ". OR OPERA GINEERS LO DE rates see ". OR OPERA GINEERS LO DE rates see ".	Apprentice- L RY BUCK CAL 4 Apprentice- C ATOR CAL 4 Apprentice- C	ABORER" ETS/HEADING MACHINES OPERATING ENGINEERS"	12/01/2013 06/01/2014 12/01/2014 06/01/2015 12/01/2016 12/01/2016	4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60 6 \$37.35 6 \$38.35 8 \$41.49	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$10.00	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$14.18	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35
For apprentic  AM SHELI  ERATING ENG  For apprentic  MPRESSO  ERATING ENG  For apprentic  LEADER (	Apprei OPERAT VE 1  LS/SLURI GINEERS LO DE rates see ". OR OPERA GINEERS LO DE rates see ". OR OPERA GINEERS LO DE rates see ".	Apprentice- L RY BUCK CAL 4 Apprentice- C ATOR CAL 4 Apprentice- C	ABORER" ETS/HEADING MACHINES OPERATING ENGINEERS"	12/01/2013 06/01/2014 12/01/2015 12/01/2016 12/01/2016 12/01/2013	\$34.35 \$35.10 \$35.85 \$36.60 \$37.35 \$38.35 \$38.35 \$38.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$10.00	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$14.18	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35 \$65.67
For apprentic  AM SHELI  ERATING ENG  For apprentic  MPRESSO  ERATING ENG  For apprentic  LEADER (	Apprei OPERAT VE 1  LS/SLURI GINEERS LO DE rates see ". OR OPERA GINEERS LO DE rates see ". OR OPERA GINEERS LO DE rates see ".	Apprentice- L RY BUCK CAL 4 Apprentice- C ATOR CAL 4 Apprentice- C	ABORER" ETS/HEADING MACHINES OPERATING ENGINEERS"	12/01/2013 06/01/2014 12/01/2014 06/01/2015 12/01/2016 12/01/2013 12/01/2013	4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60 6 \$37.35 6 \$38.35 8 \$41.49 3 \$28.11	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$10.00	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$14.18	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35 \$65.67
For apprentic  AM SHELI  ERATING ENG  For apprentic  MPRESSO  ERATING ENG  For apprentic  LEADER (	Apprei OPERAT VE 1  LS/SLURI GINEERS LO DE rates see ". OR OPERA GINEERS LO DE rates see ". OR OPERA GINEERS LO DE rates see ".	Apprentice- L RY BUCK CAL 4 Apprentice- C ATOR CAL 4 Apprentice- C	ABORER" ETS/HEADING MACHINES OPERATING ENGINEERS"	12/01/2013 06/01/2014 12/01/2015 12/01/2016 12/01/2016 12/01/2013 12/01/2013	4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60 6 \$37.35 6 \$38.35 8 \$41.49 8 \$28.11 4 \$45.91 4 \$46.76 5 \$47.66	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$10.00 \$10.00	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$14.18 \$14.18	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35 \$65.67 \$52.29
For apprentic AM SHELI FRATING ENG For apprentic MPRESSO FOR apprentic LEADER (	Apprei OPERAT VE 1  LS/SLURI GINEERS LO DE rates see ". OR OPERA GINEERS LO DE rates see ". OR OPERA GINEERS LO DE rates see ".	Apprentice- L RY BUCK CAL 4 Apprentice- C ATOR CAL 4 Apprentice- C	ABORER" ETS/HEADING MACHINES OPERATING ENGINEERS"	12/01/2013 06/01/2014 12/01/2015 12/01/2016 12/01/2016 12/01/2013 12/01/2013 01/01/2014 07/01/2014 01/01/2015	4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60 6 \$37.35 6 \$38.35 8 \$41.49 3 \$28.11 4 \$45.91 4 \$46.76 5 \$47.66 5 \$48.56	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$10.00 \$10.00	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$14.18 \$14.18	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35 \$65.67 \$52.29 \$69.86 \$70.71 \$71.61
For apprentic  AM SHELI  ERATING ENG  For apprentic  MPRESSO  ERATING ENG	Apprei OPERAT VE 1  LS/SLURI GINEERS LO DE rates see ". OR OPERA GINEERS LO DE rates see ". OR OPERA GINEERS LO DE rates see ".	Apprentice- L RY BUCK CAL 4 Apprentice- C ATOR CAL 4 Apprentice- C	ABORER" ETS/HEADING MACHINES OPERATING ENGINEERS"	12/01/2013 06/01/2014 12/01/2014 06/01/2015 12/01/2016 12/01/2013 12/01/2013 01/01/2014 07/01/2014 01/01/2015	4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60 6 \$37.35 6 \$38.35 8 \$41.49 8 \$28.11 4 \$45.91 4 \$46.76 5 \$47.66 5 \$48.56 5 \$49.51	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$10.00 \$10.00 \$7.85 \$7.85 \$7.85 \$7.85	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$14.18 \$14.18 \$16.10 \$16.10 \$16.10	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35 \$65.67 \$52.29 \$69.86 \$70.71 \$71.61 \$72.51

Pension

Issue Date: 03/14/2014

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Page 9 of 39

		ve Date - 01/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$22.96	\$7.85	\$0.00	\$0.00	\$30.81	
	2	55	\$25.25	\$7.85	\$3.66	\$0.00	\$36.76	
	3	60	\$27.55	\$7.85	\$3.99	\$0.00	\$39.39	
	4	65	\$29.84	\$7.85	\$4.32	\$0.00	\$42.01	
	5	70	\$32.14	\$7.85	\$14.11	\$0.00	\$54.10	
	6	75	\$34.43	\$7.85	\$14,44	\$0.00	\$56.72	
	7	80	\$36.73	\$7.85	\$14.77	\$0.00	\$59.35	
	8	90	\$41.32	\$7.85	\$15.44	\$0.00	\$64.61	
	Effecti	ve Date - 07/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$23.38	\$7.85	\$0.00	\$0.00	\$31.23	
	2	55	\$25.72	\$7.85	\$3.66	\$0.00	\$37.23	
	3	60	\$28.06	\$7.85	\$3.99	\$0.00	\$39.90	
	4	65	\$30.39	\$7.85	\$4.32	\$0.00	\$42.56	
	5	70	\$32.73	\$7.85	\$14.11	\$0.00	\$54.69	
	6	75	\$35.07	\$7.85	\$14.44	\$0.00	\$57.36	
	7	80	\$37.41	\$7.85	\$14.77	\$0.00	\$60.03	
	8	90	\$42.08	\$7.85	\$15.44	\$0.00	\$65.37	
	Notes:	Steps are 750 hrs.	envances exampled lattering sheets to recurrence options of the difference of the state of the s	rii Arfalin, ir suurii qayeyi 19000000.Arfali s	colonia de la co	WYAAANY SWAAANI WINAAYAA MA	articular had consisted assembly the departure of	
	Sandijim absertante	Applements Assertation IRRINIALIZ IRVIIRIPPE monocorpon (supprisone) professiones	PLANAMA AMANDAL MANANA WATANAM MANANAM MANANAM MA	erene deuther minimum av	Movem removable respective	AND	what manywhic videbals// Allisheepill	
		ntice to Journeyworker Ratio:1:1		777777				
EMO: ADZEI IBORERS - ZONE			12/01/2013		\$7.30	\$12.70	\$0.00	\$53.50
			06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
			12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
			06/01/2015		\$7.30	\$12.70	\$0.00	\$55.75
For parametric -	rates and "	Apprentice- LABORER"	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
		Apprentice- LABOKER  DADER/HAMMER OPERATOR	**************************************	601 **	<i>a</i>	m.o.=o	#0.00	
BORERS - ZONE		A DESCRIPTION OF ENGLOS	12/01/2013			\$12.70	\$0.00	\$54.50
			06/01/2014		\$7.30	\$12.70	\$0.00	\$55.25
			12/01/2014		\$7.30	\$12.70	\$0.00	\$56.00
			06/01/2015		\$7.30	\$12.70	\$0.00	\$56.75
For apprentice	rates see "	Apprentice- LABORER"	12/01/2015	\$37.50	\$7.30	\$12.70	\$0.00	\$57.50
MO: BURNI			12/01/2013	\$34.25	\$7.30	\$12.70	\$0.00	\$54.2
BORERS - ZONE	3 1		06/01/2014		\$7.30	\$12.70	\$0.00	\$55.00
			12/01/2014		\$7.30	\$12.70	\$0.00	\$55.75
			06/01/2015		\$7.30	\$12.70	\$0.00	\$56.50
			12/01/2015		\$7.30	\$12.70	\$0.00	\$57.25
For apprentice	rates see "	Apprentice- LABORER"		<u></u>	21.00			4-7-1-6-6

Wage Request Number:

20140314-021

DEMO: CONCRETE CUTTERSAWVER	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
		12/01/2013	\$34.50	\$7.30	\$12.70		\$54.50
Per approache rates see "Approache LABORERI"   12/01/2015   \$37.50   \$7.30   \$12.70   \$0.00   \$35.75	LABORERS - ZONE I	06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
Part		12/01/2014	\$36.00	\$7.30	\$12.70	\$0.00	\$56.00
Page		06/01/2015	\$36.75	\$7.30	\$12.70	\$0.00	\$56.75
DEMO: JACKILAMMER OPERATOR		12/01/2015	\$37.50	\$7.30	\$12.70	\$0.00	\$57.50
Marche   M	WITTURE AND A STATE OF THE STAT						Tillionis il de citalisti e de la delicita i i lecca anti pelabada and dissilati
12/01/2014   353.00   873.00   \$12.70   \$0.00   \$55.00   \$10.00   \$55.00   \$10.00		12/01/2013	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
Post aggrenatice ratios see "Aggrenatice- LABORERS"   12/01/2015   83.6.50   87.30   812.70   80.00   857.25	Entrologic - Ecol E	06/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
Paragreenise rates see "Apprenise-LABORER"   12/01/2013   \$33.25   \$7.30   \$12.70   \$0.00   \$53.25		12/01/2014	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
DEMO: WRECKING LABORER		06/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
DEMO: WRECKING LABORER	The state of the s	12/01/2015	\$37.25	\$7.30	\$12.70	\$0.00	\$57.25
March   Marc					**************************************		······································
12/01/2014   \$35.00   \$73.0   \$12.70   \$0.00   \$55.00   \$55.00   \$0601/2015   \$35.75   \$73.0   \$12.70   \$0.00   \$55.75   \$1.20   \$1.							
1201/2015   33.5.75   57.30   512.70   50.00   555.75     1201/2015   33.6.50   57.30   512.70   50.00   556.50     1201/2015   33.6.50   57.30   512.70   50.00   566.50     1201/2015   33.6.50   57.30   512.70   50.00   566.50     1201/2015   340.11   510.00   514.18   50.00   564.29     1201/2015   50.00   514.18   50.00   564.29     1201/2015   50.00   50.00   514.18   50.00   564.29     1201/2015   50.00   50.00   518.17   50.00   584.11     1201/2015   50.00   59.80   518.17   50.00   586.21     1201/2015   50.00   59.80   518.17   50.00   586.21     1201/2015   50.00   59.80   518.17   50.00   586.21     1201/2015   50.00   59.80   518.17   50.00   568.07     1201/2015   50.00   59.80   518.17   50.00   568.07     1201/2015   50.00   59.80   518.17   50.00   569.57     1201/2015   50.00   59.80   518.17   50.00   569.57     1201/2015   50.00   59.80   518.17   50.00   569.57     1201/2015   50.00   59.80   518.17   50.00   569.57     1201/2015   50.00   59.80   518.17   50.00   589.57     1201/2015   50.00   59.80   518.17   50.00   589.57     1201/2015   50.00   59.80   518.17   50.00   589.57     1201/2015   50.00   59.80   518.17   50.00   589.57     1201/2015   50.00   59.80   518.17   50.00   589.57     1201/2015   50.00   59.80   518.17   50.00   589.57     1201/2015   50.00   59.80   518.17   50.00   599.57     1201/2015   50.00   59.80   518.17   50.00   5112.18     1201/2015   50.00   59.80   518.17   50.00   5112.18     1201/2015   50.00   50.00   50.00   50.00     1201/2015   50.00   50.00   50.00   50.00     1201/2015   50.00   50.00   50.00     1201/2015   50.00   50.00   50.00     1201/2015   50.00   50.00   50.00     1201/2015   50.00   50.00   50.00     1201/2015   50.00   50.00   50.00     1201/2015   50.00   50.00   50.00     1201/2015   50.00   50.00   50.00     1201/2015   50.00   50.00   50.00     1201/2015   50.00   50.00   50.00     1201/2015   50.00   50.00   50.00     1201/2015   50.00   50.00   50.00     1201/2015   50.00   50.00   50.00     1201/2015   50.00   50.00   50.00							
12/01/2015   \$36.50   \$7.30   \$12.70   \$0.00   \$56.50							·
Properties   Pro							
DIRECTIONAL DRILL MACHINE OPERATOR OPERATING ENGINEERS**   Por apprentice rates see "Apprentice- OPERATING ENGINEERS**   DIVER	For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
DIVER	DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
PILE DRIVER LOCAL 56 (20NE 1)	For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER TENDER (EFFLUENT)   08/01/2014   87.36   89.80   818.17   80.00   886.21	DIVER	08/01/2013	\$56.14	\$9.80	\$18.17	\$0.00	\$84.11
DIVER TENDER   08/01/2013   340.10   39.80   318.17   30.00   368.07	PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2014	\$58.24		\$18.17	\$0.00	\$86.21
DIVER TENDER   08/01/2013   \$40.10   \$9.80   \$18.17   \$0.00   \$68.07		08/01/2015	\$60.34		\$18.17	\$0.00	
PILE DRIVER LOCAL 56 (ZONE 1)	DIVER TENDER	08/01/2013			\$18.17	\$0.00	
Name	PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2014		\$9.80	\$18.17	\$0.00	\$69.57
DIVER TENDER (EFFLUENT)   08/01/2014   \$62.40   \$9.80   \$18.17   \$0.00   \$88.12   \$9.00   \$90.37   \$9.00		08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	
DIVER/SLURRY (EFFLUENT)   08/01/2015   \$64.65   \$9.80   \$18.17   \$0.00   \$90.37	DIVER TENDER (EFFLUENT)	08/01/2013	\$60.15	\$9.80	\$18.17	\$0.00	
DIVER/SLURRY (EFFLUENT)   08/01/2013   \$84.21   \$9.80   \$18.17   \$0.00   \$92.62	PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2014	\$62,40	\$9.80	\$18.17	\$0.00	
DIVER/SLURRY (EFFLUENT)   08/01/2013   \$84.21   \$9.80   \$18.17   \$0.00   \$112.18		08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	
DRAWBRIDGE OPERATOR (Construction)	DIVER/SLURRY (EFFLUENT)	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	· · · · · · · · · · · · · · · · · · ·
DRAWBRIDGE OPERATOR (Construction)   03/01/2014   \$44.45   \$13.00   \$14.68   \$0.00   \$72.13	PILE DRIVER LOCAL 56 (ZONE 1)						
DRAWBRIDGE OPERATOR (Construction)       03/01/2014       \$44.45       \$13.00       \$14.68       \$0.00       \$72.13         ELECTRICIANS LOCAL 103       09/01/2014       \$45.12       \$13.00       \$14.70       \$0.00       \$72.82         03/01/2015       \$45.84       \$13.00       \$14.72       \$0.00       \$73.56         09/01/2015       \$46.80       \$13.00       \$14.75       \$0.00       \$74.55         For apprentice rates see "Apprentice- ELECTRICIAN"         ELECTRICIAN       03/01/2014       \$44.45       \$13.00       \$14.68       \$0.00       \$72.13         ELECTRICIANS LOCAL 103       09/01/2014       \$45.12       \$13.00       \$14.70       \$0.00       \$72.82         03/01/2015       \$45.84       \$13.00       \$14.72       \$0.00       \$73.56         09/01/2015       \$45.84       \$13.00       \$14.72       \$0.00       \$73.56         09/01/2015       \$45.84       \$13.00       \$14.72       \$0.00       \$73.56							
09/01/2014   \$45.12   \$13.00   \$14.70   \$0.00   \$72.82	DRAWBRIDGE OPERATOR (Construction)		***************************************	***************************************			·
03/01/2015   \$45.84   \$13.00   \$14.72   \$0.00   \$73.56	ELECTRICIANS LOCAL 103						
09/01/2015   \$46.80   \$13.00   \$14.75   \$0.00   \$74.55     03/01/2016   \$47.75   \$13.00   \$14.78   \$0.00   \$75.53     For apprentice rates see "Apprentice-ELECTRICIAN"   03/01/2014   \$44.45   \$13.00   \$14.68   \$0.00   \$72.13     ELECTRICIANS LOCAL 103   09/01/2014   \$45.12   \$13.00   \$14.70   \$0.00   \$72.82     03/01/2015   \$45.84   \$13.00   \$14.72   \$0.00   \$73.56     09/01/2015   \$46.80   \$13.00   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$13.00   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$13.00   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$13.00   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$13.00   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$13.00   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$13.00   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$13.00   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$13.00   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$13.00   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$13.00   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$13.00   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$13.00   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$13.00   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$13.00   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$14.75   \$0.00   \$74.55     09/01/2015   \$46.80   \$14.75   \$16.80   \$14.75   \$16.80   \$16.80     09/01/2015   \$46.80   \$16.80							
O3/01/2016   \$47.75   \$13.00   \$14.78   \$0.00   \$75.53							
ELECTRICIAN   03/01/2014   \$44.45   \$13.00   \$14.68   \$0.00   \$72.13							
ELECTRICIANS LOCAL 103       09/01/2014       \$45.12       \$13.00       \$14.70       \$0.00       \$72.82         03/01/2015       \$45.84       \$13.00       \$14.72       \$0.00       \$73.56         09/01/2015       \$46.80       \$13.00       \$14.75       \$0.00       \$74.55	For apprentice rates see "Apprentice- ELECTRICIAN"						
09/01/2014       \$45.12       \$13.00       \$14.70       \$0.00       \$72.82         03/01/2015       \$45.84       \$13.00       \$14.72       \$0.00       \$73.56         09/01/2015       \$46.80       \$13.00       \$14.75       \$0.00       \$74.55		03/01/2014	\$44.45	\$13.00	\$14.68	\$0.00	\$72.13
09/01/2015 \$46.80 \$13.00 \$14.75 \$0.00 \$74.55	ELECTRICIANS LOCAL 103	09/01/2014	\$45.12	\$13.00	\$14.70	\$0.00	\$72.82
		03/01/2015	\$45.84	\$13.00	\$14.72	\$0.00	\$73.56
03/01/2016 \$47.75 \$13.00 \$14.78 \$0.00 \$75.53		09/01/2015	\$46.80	\$13.00	\$14.75	\$0.00	\$74.55
	·	03/01/2016	\$47.75	\$13.00	\$14.78	\$0.00	\$75.53

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 10 of 39

Supplemental **Total Rate** Effective Date Base Wage Health Pension Unemployment

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra
1	40	\$17.78	\$13.00	\$0.53	\$0.00	\$31.3
2	40	\$17.78	\$13.00	\$0.53	\$0.00	\$31.3
3	45	\$20.00	\$13.00	\$11.04	\$0.00	\$44.0
4	45	\$20.00	\$13.00	\$11.04	\$0.00	\$44.0
5	50	\$22.23	\$13.00	\$11.37	\$0.00	\$46.6
6	55	\$24.45	\$13.00	\$11.70	\$0.00	\$49.1
7	60	\$26.67	\$13.00	\$12.03	\$0.00	\$51.7
8	65	\$28.89	\$13.00	\$12.37	\$0.00	\$54.2
9	70	\$31.12	\$13.00	\$12.69	\$0.00	\$56.8
10	75	\$33.34	\$13.00	\$13.03	\$0.00	\$59.3
Effect	ive Date - 09/01/2014				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra
1	40	\$18.05	\$13.00	\$0.54	\$0.00	\$31.5
2	40	\$18.05	\$13.00	\$0.54	\$0.00	\$31.5
3	45	\$20.30	\$13.00	\$11.05	\$0.00	\$44.3
4	45	\$20.30	\$13.00	\$11.05	\$0.00	\$44.3
5	50	\$22.56	\$13.00	\$11.38	\$0.00	\$46.9
6	55	\$24.82	\$13.00	\$11.71	\$0.00	\$49.5
7	60	\$27.07	\$13.00	\$12.04	\$0.00	\$52.1
8	65	\$29.33	\$13.00	\$12.38	\$0.00	\$54.3
9	70	\$31.58	\$13.00	\$12.71	\$0.00	\$57.2
10	75	\$33.84	\$13.00	\$13.05	\$0.00	\$59.8
Notes:		AND LESS OF THE CONTROL OF THE CONTR	nonment announce accept	nNis yayayan natayetti walandi	to manually annually company, equipments of	servitorite tionaviole applica
:	App Prior 1/1/03; 30/35	/40/45/50/55/65/70/75/80				
1	entice to Journeyworker	Mine databated consistent comments in the contract incoming in the contract of	***************************************	vv		

Issue Date: 03/14/2014

I		ntice - ELEVATOR CONSTRUCT ve Date - 01/01/2012 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total R	nta
-	1	50	\$26.23		~_^_			
	2	55	\$28.85	\$8.78	\$0.00	\$0.00	\$35	
	3	65		\$8.78	\$6.96	\$0.00	\$44	
	4	70	\$34.09	\$8.78	\$6.96	\$0.00	\$49	
	5	80	\$36.72	\$8.78	\$6.96	\$0.00	\$52	
		80	\$41.96	\$8.78	\$6.96	\$0.00	\$57	.70
. ]	Notes:	Steps 1-2 are 6 mos.; Steps 3-5 are	e 1 year	ON THE PROPERTY OF THE PROPERT	America i america de la composição de la c	huttillineniska halvikasiikus seksellinyhee, pys	and managers (milestones viv	
hu L	Appre	ntice to Journeyworker Ratio:1:1	* TARRATAN INTERPRET APAGRATA SALARIAN ARRABAN INTERPRET IN	Whitepf, Schlegels Dr. Wasserwick go	odystaka sidalika ussaninse s	tarkantikas Strantinias arksaustus turku	nama namanya Nasamiri salah	
LEVATOR CO		UCTOR HELPER S LOCAL 4	01/01/2012	2 \$38.59	\$8.78	\$6.96	\$0.00	\$54.33
For apprentice ra	ites see "	Apprentice - ELEVATOR CONSTRUCTOR	<b>L</b> in					
ENCE & GUAF		IL ERECTOR	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	<b>\$</b> 53.60
ABORERS - ZONE 1	i ·		06/01/2014			\$12.70	\$0.00	\$54.3:
			12/01/2014		•	\$12.70	\$0.00	\$55.1
			06/01/2015	\$35.85		\$12.70	\$0.00	\$55.8
			12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
			06/01/2016	\$37.35		\$12.70	\$0.00	\$57.3
			12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.33
	·	Apprentice- LABORER"		MAAAAAAAAAAAAA	A.1=1==1==,====,=,;,,====		·	
IELD ENG.INS PERATING ENGINI		SON-BLDG,SITE,HVY/HWY	11/01/2013	\$38.73	\$10.00	\$13.55	\$0.00	\$62.2
			05/01/2014	\$39.50	\$10.00	\$13.55	\$0.00	\$63.0:
		Apprentice- OPERATING ENGINEERS" HIEF-BLDG,SITE,HVY/HWY	**************************************	M VACABILITY - 12 - 12 - 12 - 12 - 12 - 12 - 12 - 1				
PERATING ENGINI			11/01/2013			\$13.55	\$0.00	\$63.70
For apprentice ra	tes see "	Apprentice- OPERATING ENGINEERS"	05/01/2014	\$40.92	\$10.00	\$13.55	\$0.00	\$64.4
		SON-BLDG,SITE,HVY/HWY	11/01/2013	\$21.10	¢10.00	\$13.55	<b>የ</b> ስ ለስ	£14.6
PERATING ENGINI			05/01/2013			\$13.55 \$13.55	\$0.00	\$44.65
For apprentice ra	tes see ".	Apprentice- OPERATING ENGINEERS"	03/01/2014	\$21.55	\$10.00	Φ13.33	\$0.00	\$45.10
IRE ALARM IN		LER	03/01/2014	\$44.45	\$13.00	\$14.68	\$0.00	\$72,13
LECTRICIANS LOC.	AL 103		09/01/2014	\$45.12	\$13.00	\$14.70	\$0.00	\$72.82
			03/01/2015	\$45.84	\$13.00	\$14.72	\$0.00	\$73,56
			09/01/2015			\$14.75	\$0.00	\$74.55
			03/01/2016			\$14.78	\$0.00	\$75.53
		Apprentice- ELECTRICIAN"			······			
RE ALARM RI	EPAIR	/ MAINTENANCE / COMMISSIONING <i>electricia</i> n	03/01/2014	\$33.44	\$13.00	\$13.03	\$0.00	\$59.47
OCAL 103		/ COMMINISSIONUNGELECTRICIAN	09/01/2014	\$33.84	\$13.00	\$13.05	\$0.00	\$59.89
			03/01/2015	\$34.38	\$13.00	\$13.06	\$0.00	\$60.44
			09/01/2015	\$35.10	\$13.00	\$13.08	\$0.00	\$61.18
For apprentice ra	tes see ".	Apprentice- TELECOMMUNICATIONS TE	03/01/2016	\$35.81	\$13.00	\$13.10	\$0.00	\$61.91

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4	12/01/2013	\$33.76	\$10.00	\$14.18	\$0.00	\$57.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER Laborers - zone 1	12/01/2013	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
BIBONEIG - BOILE I	06/01/2014	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	12/01/2014	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	06/01/2015	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	12/01/2015	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	06/01/2016	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE 1	03/01/2014	\$39.87	\$9.80	\$16.96	\$0.00	\$66.63

	Step	ive Date - 03/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Tota	I Rate
	1	50	\$19.94	\$9.80	\$1.79	\$0.00	\$	31.53
	2	55	\$21.93	\$9.80	\$1.79	\$0.00	\$	33.52
	3	60	\$23,92	\$9.80	\$11.59	\$0.00	\$	45.31
	4	. 65	\$25.92	\$9.80	\$11.59	\$0.00	\$	47.31
	5	70	\$27.91	\$9.80	\$13.38	\$0.00	\$	51.09
	6	75	\$29.90	\$9.80	\$13.38	\$0.00	\$	53.08
	7	80	\$31.90	\$9.80	\$15.17	\$0.00	\$	56.87
	8	85	\$33.89	\$9.80	\$15.17	\$0.00	\$	58.86
	Notes:			THE PERSON NAME OF THE PERSON NAMED OF THE PER	VYSTORM PERALAMENT TARRIMANA	AAAJumija jaragaana perghahan sa		:
	:	Steps are 750 hrs.						
	Appre	entice to Journeyworker Ratio:1:1	жинициру, уладауды <u>Миштела, минойлека ультерга урумат</u> у (	HIMKShaa — Observatora — Saarrichiii — saba	IXBARY ASSESSMENT MATERIAL I	Marchaell allandille Blasheem een	rengings halford forbir of bounces has	- Auditemen
RK LIFT/CH Erating engin			12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice t	rates see '	"Apprentice- OPERATING ENGINEERS"						
ENERATOR/I ERATING ENGIN		ING PLANT/HEATERS OCAL 4	12/01/2013	\$28.11	\$10.00	\$14.18	\$0.00	\$52.29
For apprentice r	rates see	"Apprentice- OPERATING ENGINEERS"						
	ASS PL	ANK/AIR BARRIER/INTERIOR	01/01/2014	\$41.20	\$7.85	\$16.10	\$0.00	\$65.15
(STEMS) aziers local 3	35 (ZONE	<i>[ ]</i>	07/01/2014	\$42.05	\$7.85	\$16.10	\$0.00	\$66.00
			01/01/2015	\$42.95	\$7.85	\$16.10	\$0.00	\$66.90
			07/01/2015	\$43.85	\$7.85	\$16.10	\$0.00	\$67.80
			01/01/2016	\$44.80	\$7.85	\$16.10	\$0.00	\$68.75
			07/01/2016	\$45.75	\$7.85	\$16.10	\$0.00	\$69.70
			01/01/2017	\$46.70	\$7.85	\$16.10	\$0.00	\$70.65

Effective Date Base Wage Health Pension Supplemental Total Rate Unemployment

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.60	\$7.85	\$0.00	\$0.00	\$28.45
2	55	\$22.66	\$7.85	\$3.66	\$0.00	\$34.17
3	60	\$24.72	\$7.85	\$3,99	\$0.00	\$36.56
4	65	\$26.78	\$7.85	\$4.32	\$0.00	\$38.95
5	70	\$28.84	\$7.85	\$14.11	\$0.00	\$50.80
6	75	\$30.90	\$7.85	\$14.44	\$0.00	\$53.19
7	80	\$32.96	\$7.85	\$14.77	\$0.00	\$55.58
8	90	\$37.08	\$7.85	\$15.44	\$0.00	\$60.37
Effect	ive Date - 07/01/2014				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$21.03	\$7.85	\$0.00	\$0.00	\$28.88
2	55	\$23.13	\$7.85	\$3.66	\$0.00	\$34.64
3	60	\$25.23	\$7.85	\$3.99	\$0.00	\$37.07
4	65	\$27.33	\$7.85	\$4.32	\$0.00	\$39.50
5	70	\$29.44	\$7.85	\$14.11	\$0.00	\$51.40
6	75	\$31.54	\$7.85	\$14.44	\$0.00	\$53.83
7	80	\$33.64	\$7.85	\$14.77	\$0.00	\$56.26
8	90	\$37.85	\$7.85	\$15.44	\$0.00	\$61.14
Notes	min varianna arvaillillen annavara invanavar, invanavar anavariii saakaliii saa	objective members of the state	MILANIANA Solumburin Rhimoy	ig <sup>ter</sup> Mitariainti olahtudos solohung		PA Sundahaddi AndahAdda Sunangg
1	Steps are 750 hrs.					:
Appro	entice to Journeyworker Ratio:1:	1889 shipting himming himming whicher is $1$	HIIIIAIII. bahahajajad, receptiii	th amount meeting	ANTHER AMELIAN MINISTER	Alandroni svijekoka mume-ev

Issue Date: 03/14/2014 Wage Request Number: 20140314-021

Classification

to Journeyworker Ratio:1:6	\$22.27 \$24.29 \$26.32 \$28.34 \$30.37 \$32.39 \$34.42 \$36.44	Health \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	Pension \$0.00 \$14.18 \$14.18 \$14.18 \$14.18 \$14.18 \$14.18	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$32.27 \$48.47 \$50.50 \$52.52 \$54.55 \$56.57	
to Journeyworker Ratio:1:6	\$22.27 \$24.29 \$26.32 \$28.34 \$30.37 \$32.39 \$34.42 \$36.44	\$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$0.00 \$14.18 \$14.18 \$14.18 \$14.18 \$14.18	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$32.27 \$48.47 \$50.50 \$52.52 \$54.55 \$56.57 \$58.60	
to Journeyworker Ratio:1:6	\$24.29 \$26.32 \$28.34 \$30.37 \$32.39 \$34.42 \$36.44	\$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$14.18 \$14.18 \$14.18 \$14.18 \$14.18 \$14.18	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$48.47 \$50.50 \$52.52 \$54.55 \$56.57	
to Journeyworker Ratio:1:6	\$26.32 \$28.34 \$30.37 \$32.39 \$34.42 \$36.44	\$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$14.18 \$14.18 \$14.18 \$14.18 \$14.18	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$50.50 \$52.52 \$54.55 \$56.57 \$58.60	
to Journeyworker Ratio:1:6	\$28.34 \$30.37 \$32.39 \$34.42 \$36.44	\$10.00 \$10.00 \$10.00 \$10.00	\$14.18 \$14.18 \$14.18 \$14.18	\$0.00 \$0.00 \$0.00 \$0.00	\$52.52 \$54.55 \$56.57 \$58.60	·
to Journeyworker Ratio:1:6	\$30.37 \$32.39 \$34.42 \$36.44	\$10.00 \$10.00 \$10.00	\$14.18 \$14.18 \$14.18	\$0.00 \$0.00 \$0.00	\$54.55 \$56.57 \$58.60	·
to Journeyworker Ratio:1:6	\$32.39 \$34.42 \$36.44	\$10.00 \$10.00	\$14.18 \$14.18	\$0.00 \$0.00	\$56.57 \$58.60	·
to Journeyworker Ratio:1:6	\$34.42 \$36.44	\$10.00	\$14.18	\$0.00	\$58.60	·
to Journeyworker Ratio:1:6	\$36.44					
to Journeyworker Ratio:1:6	oluminasi shaahana supegama amengan, ngangupa papagifu	\$10.00	\$14.18	\$0.00	_	
to Journeyworker Ratio:1:6	Address Statutes registeres services statutes supporter supporter services statutes and services supporter	magatateniliki) massenilikalam talaminingi, ny	monant shirenda entanian		\$60.62	
to Journeyworker Ratio:1:6	D December of Science			manatanyar automora suitanysti duo	Security, Security Activities to the second	
to Journeyworker Ratio:1:6	station meaning manners consiste manager annuales of				:	
		шикиме сульными. Берринаст спи	MARIN WALLEY, VARIETY A	ACRESTICS SEMESTICS RESPONSE	345. Davinin Samura azamaz	
'7 - A	02/01/2014	\$42.76	\$9.82	\$19.74	\$2.17	\$74.49
/ - A	08/01/2014	\$43.61	\$9.82	\$19.74	\$2.17	\$75.34
	02/01/2015	\$44.51	\$9.82	\$19.74	\$2.17	\$76.24
	08/01/2015	\$45.51	\$9.82	\$19.74	\$2.17	\$77.24
	02/01/2016	\$46.51	\$9.82	\$19.74	\$2.17	\$78.24
	08/01/2016	\$47.66	\$9.82	\$19.74	\$2.17	\$79.39
	02/01/2017	\$48.76	\$9.82	\$19.74	\$2.17	\$80.49
	08/01/2017	\$49.86	\$9.82	\$19.74	\$2.17	\$81.59
A CHET METAL WORKER	02/01/2018	\$51.01	\$9.82	\$19.74	\$2.17	\$82.74
TROLS)	0.2 (0.1 (0.0.1)		***			
TRODS)	03/01/2014		\$13.00	\$14.68	\$0.00	\$72.13
	09/01/2014		\$13.00	\$14.70	\$0.00	\$72.82
	03/01/2015		\$13.00	\$14.72	\$0.00	\$73.56
						\$74.55
ntice- ELECTRICIAN"	03/01/2016	\$47.75	\$13.00	\$14.78	\$0.00	\$75.53
/	02/01/2014	\$42.76	\$9.82	\$19.74	\$2.17	\$74.49
7 - A	08/01/2014	\$43.61	\$9.82	\$19.74	\$2.17	\$75.34
	02/01/2015	\$44.51	\$9.82	\$19.74	\$2.17	\$76.24
	08/01/2015	\$45.51	\$9.82	\$19.74	\$2.17	\$77.24
	02/01/2016	\$46.51	\$9.82	\$19.74	\$2.17	\$78.24
	08/01/2016	\$47.66	\$9.82	\$19.74	\$2.17	\$79.39
	02/01/2017	\$48.76	\$9.82	\$19.74	\$2.17	\$80.49
	08/01/2017	\$49.86	\$9.82	\$19.74		\$81.59
	02/01/2018		\$9.82	\$19.74	\$2.17	\$82.74
		THE CONTRACT IN THE STATE AND STATE OF THE S	W			-
ntice- SHEET METAL WORKER"	02/01/2012	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
	ntice- ELECTRICIAN"  LANCING - AIR)  7 - A  ntice- SHEET METAL WORKER"  LANCING -WATER)	09/01/2015 03/01/2016 03/01/2016 03/01/2016 02/01/2014 02/01/2015 08/01/2015 08/01/2016 08/01/2016 08/01/2016 08/01/2017 08/01/2017 08/01/2017 08/01/2018	09/01/2015 \$46.80 03/01/2016 \$47.75 Mice- ELECTRICIAN"  LANCING - AIR)  02/01/2014 \$42.76  08/01/2015 \$43.61  02/01/2015 \$45.51  08/01/2016 \$46.51  08/01/2016 \$47.66  02/01/2017 \$48.76  08/01/2017 \$49.86  02/01/2018 \$51.01  Mice- SHEET METAL WORKER"	09/01/2015 \$46.80 \$13.00 03/01/2016 \$47.75 \$13.00  Mice- ELECTRICIAN"  LANCING - AIR) 7 - A  02/01/2014 \$42.76 \$9.82 08/01/2015 \$44.51 \$9.82 02/01/2015 \$44.51 \$9.82 08/01/2015 \$45.51 \$9.82 02/01/2016 \$46.51 \$9.82 02/01/2016 \$47.66 \$9.82 02/01/2017 \$48.76 \$9.82 02/01/2017 \$48.76 \$9.82 08/01/2017 \$49.86 \$9.82 02/01/2018 \$51.01 \$9.82  MICE- SHEET METAL WORKER"	09/01/2015 \$46.80 \$13.00 \$14.75 03/01/2016 \$47.75 \$13.00 \$14.78  LANCING - AIR)  7 - A  02/01/2014 \$42.76 \$9.82 \$19.74 08/01/2015 \$44.51 \$9.82 \$19.74 02/01/2015 \$44.51 \$9.82 \$19.74 08/01/2015 \$45.51 \$9.82 \$19.74 02/01/2016 \$46.51 \$9.82 \$19.74 02/01/2016 \$46.51 \$9.82 \$19.74 08/01/2016 \$47.66 \$9.82 \$19.74 02/01/2017 \$48.76 \$9.82 \$19.74 02/01/2017 \$48.76 \$9.82 \$19.74 08/01/2017 \$49.86 \$9.82 \$19.74 08/01/2017 \$49.86 \$9.82 \$19.74 02/01/2018 \$51.01 \$9.82 \$19.74	09/01/2015 \$46.80 \$13.00 \$14.75 \$0.00 \$03/01/2016 \$47.75 \$13.00 \$14.78 \$0.00 \$14.78 \$0.00 \$14.75 \$13.00 \$14.78 \$0.00 \$14.78 \$13.00 \$14.78 \$14.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC PIPEFITTERS LOCAL 537	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS LABORERS - ZONE I	12/01/2013	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
LADUKERS - ZONE 1	06/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
	12/01/2014	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
	06/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	12/01/2015	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	06/01/2016	\$37.85	\$7.30	\$12.70	\$0.00	\$57.85
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.85	\$7.30	\$12.70	\$0.00	\$58.85
INSULATOR (PIPES & TANKS)	09/01/2013	\$42.11	\$10.95	\$12.10	\$0.00	\$65.16
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2014	\$44.11	\$10.95	\$12.10	\$0.00	\$67.16

Effectiv	ve Date - 09/01/2013				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$21.06	\$10.95	\$9.00	\$0.00	\$41.01	
2	60	\$25.27	\$10.95	\$9.62	\$0.00	\$45.84	
3	70	\$29.48	\$10.95	\$10.24	\$0.00	\$50.67	
4	80	\$33.69	\$10.95	\$10.86	\$0.00	\$55.50	
Effectiv	ve Date - 09/01/2014				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$22.06	\$10.95	\$9.00	\$0.00	\$42.01	
2	60	\$26.47	\$10.95	\$9.62	\$0.00	\$47.04	
3	70	\$30.88	\$10.95	\$10.24	\$0.00	\$52.07	
4	80	\$35.29	\$10.95	\$10.86	\$0.00	\$57.10	
Notes:	generatur negeratur —redatini nedirene ellikosan —11.75.5 mereada arababan u	PROPERTY SOURCES TO THE STATE STATE AND		ooldines) mergenengottiillik	Selection and the selection of the selec	uthinut merkad adamska stapanej	
1	Steps are 1 year					***	
Apprer	tice to Journeyworker Ratio:1:4	orthogo Williams Australiana palatalenes ulugures i sunnussus s			STATES SASSANS ASSESSED AST	Company of the second of the s	
ONWORKER/WELD		09/16/2013	3 \$40.85	\$7.70	\$18.60	\$0.00	\$67.15
ONWORKERS LOCAL 7 (BO	JSTON AKEA)	03/16/2014	\$41.19	\$7.70	\$19.25	\$0.00	\$68.14

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 16 of 39

	Step	ove <b>Date</b> - 09/16/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$24.51	\$7.70	\$18.60	\$0.00	\$50.81	
	2	70	\$28.60	\$7.70	\$18.60	\$0.00	\$54.90	
	3	75	\$30.64	\$7.70	\$18.60	\$0.00	\$56.94	
	4	80	\$32.68	\$7.70	\$18.60	\$0.00	\$58.98	
	5	85	\$34.72	\$7.70	\$18.60	\$0.00	\$61.02	
	6	90	\$36.77	\$7.70	\$18.60	\$0.00	\$63.07	
	Effect	ve Date - 03/16/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$24.71	\$7.70	\$19.25	\$0.00	\$51.66	
	2	70	\$28.83	\$7.70	\$19.25	\$0.00	\$55.78	
	3	75	\$30.89	\$7.70	\$19.25	\$0.00	\$57.84	
	4	80	\$32.95	\$7.70	\$19.25	\$0.00	\$59.90	
	5	85	\$35.01	\$7.70	\$19.25	\$0.00	\$61.96	
	6	90	\$37.07	\$7.70	\$19.25	\$0.00	\$64.02	
	Notes:	** Structural 1:6; Ornamental 1		atandriada adamid Aplandri Aparanagayay a	1999-2-15 udukkatu Samujuh <sub>ilia</sub>	WWWPPANA. (BUTUPAN, NIGHALANA)	School reporterment management commenced	
	Appre	ntice to Journeyworker Ratio:**	Commission of the contraction of	KININ IIII.III. IVIIAIIW	er er en	Consider Contract Observed the	mere through estimates promoted	
KHAMN RERS - ZC		VING BREAKER OPERATOR	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
	345 1		06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
			12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
			06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
			12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
			06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
For approve	ice rates see '	Apprentice- LABORER"	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
ORER		Appletities EADOREK	13/01/2013	PAR AE	Φ.Φ. Q.Q.	610.70	Φ0.00	
RERS - ZO	NE I		12/01/2013			\$12.70	\$0.00	\$53.35
			06/01/2014			\$12.70	\$0.00	\$54.10
			12/01/2014			\$12.70	\$0.00	\$54.85
			06/01/2015			\$12.70	\$0.00	\$55.60
			12/01/2015			\$12.70	\$0.00	\$56.35
			06/01/2016	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10

1   60   \$20.01   \$7.30   \$12.70   \$0.00   \$40.01     2   70   \$23.35   \$7.30   \$12.70   \$0.00   \$43.35     3   80   \$26.68   \$7.30   \$12.70   \$0.00   \$46.68     4   90   \$30.02   \$7.30   \$12.70   \$0.00   \$46.68     5   Effective Date -   06/01/2014   \$\$\$   Apprentice Base Wage   Health   Pension   Demnisyment   Demnisym	1   60   \$20.01   \$7.30   \$12.70   \$0.00   \$40.01     2   70   \$23.35   \$7.30   \$12.70   \$0.00   \$43.35     3   80   \$26.68   \$7.30   \$12.70   \$0.00   \$46.68     4   90   \$30.02   \$7.30   \$12.70   \$0.00   \$46.68     5   70   \$30.02   \$7.30   \$12.70   \$0.00   \$46.68     5   80   \$30.02   \$7.30   \$12.70   \$0.00   \$50.02     Effective Date   \$06.01/2014   \$30.02   \$7.30   \$12.70   \$0.00   \$40.46     2   70   \$23.47   \$7.30   \$12.70   \$0.00   \$40.46     2   70   \$23.47   \$7.30   \$12.70   \$0.00   \$43.87     3   80   \$27.28   \$7.30   \$12.70   \$0.00   \$43.87     4   90   \$30.69   \$7.30   \$12.70   \$0.00   \$47.28     4   90   \$30.69   \$7.30   \$12.70   \$0.00   \$40.46     5   70   \$12.70   \$0.00   \$47.28     4   90   \$30.69   \$7.30   \$12.70   \$0.00   \$50.69      Notes:		Step	ive Date - 12/01/2013 percent	Apprer	ntice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Page	2 70   \$23.35   \$7.30   \$12.70   \$0.00   \$43.35   \$3.50   \$12.70   \$0.00   \$46.68   \$4 90   \$30.02   \$7.30   \$12.70   \$0.00   \$46.68   \$4 90   \$30.02   \$7.30   \$12.70   \$0.00   \$50.02   \$2.00   \$30.02   \$2.00   \$		1	60	**************************************					······································	
Step   Percent   Apprentice Base Wage   Health   Pension   Supplemental   Supplemental   Step   Percent   Apprentice Base Wage   Health   Pension   Supplemental   Supplemen	Second		2	70							
### Process of Comparison   Pr	## 90 \$30.02 \$7.30 \$12.70 \$0.00 \$50.02 \$50.02 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$		3	80							
Notes:	Step   percent		4	90							
Size   percent	Size   Percent   Apprentice Base Wage   Fleath   Pension   Unemployment   Total Rate		Effecti	ive Date - 06/01/2014					Supplemental		
2 70 \$23.87 \$7.30 \$12.70 \$0.00 \$47.28 \$43.87 \$3.30 \$12.70 \$0.00 \$47.28 \$4 90 \$30.69 \$7.30 \$12.70 \$0.00 \$47.28 \$4 90 \$30.69 \$7.30 \$12.70 \$0.00 \$50.69	2 70		Step	percent	Apprer	ntice Base Wage	Health	Pension		Total Rate	
2 70 \$23.87 \$7.30 \$12.70 \$0.00 \$43.87 \$7.30 \$12.70 \$0.00 \$47.28 \$4 90 \$30.69 \$7.30 \$12.70 \$0.00 \$50.69 \$80.69 \$7.30 \$12.70 \$0.00 \$50.69 \$80.69 \$80.69 \$7.30 \$12.70 \$0.00 \$50.69 \$80.69 \$	2 70   \$23.87 \$7.30 \$12.70 \$0.00 \$43.87     3 80 \$27.28 \$7.30 \$12.70 \$0.00 \$47.28     4 90 \$30.69 \$7.30 \$12.70 \$0.00 \$50.69     Notes:		1	60		\$20.46	\$7.30	\$12.70	\$0.00	\$40.46	**************************************
\$ 80 \$27.28 \$7.30 \$12.70 \$0.00 \$47.28 \$50.69 \$ \$7.30 \$12.70 \$0.00 \$50.60 \$ \$7.30 \$12.70 \$0.00 \$50.60 \$ \$7.30 \$12.70 \$0.00 \$50.60 \$ \$7.30 \$12.70 \$0.00 \$50.60 \$ \$7.30 \$12.70 \$0.00 \$50.60 \$ \$7.30 \$12.70 \$0.00 \$50.60 \$ \$7.30 \$12.70 \$0.00 \$50.60 \$ \$7.30 \$12.70 \$0.00 \$ \$7.30 \$12.70 \$0.00	Notes:		2	70		\$23.87	\$7.30	\$12.70			
Notes:	Notes:		3	80		\$27.28					
Apprentice to Journeyworker Ratio:1:5  ORER: CARPENTER TENDER  ### 12/01/2013 \$33.35 \$7.30 \$12.70 \$0.00 \$5  #### 12/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$5  #### 12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2015 \$36.35 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2013 \$33.35 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5  ### 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5  #	Apprentice to Journeyworker Ratio:1:5  ORER: CARPENTER TENDER  12/01/2013 \$33.35 \$7.30 \$12.70 \$0.00 \$53  06/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$54  12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$54  12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$56  06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$57  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$57  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$58  ORER: CEMENT FINISHER TENDER  12/01/2013 \$33.35 \$7.30 \$12.70 \$0.00 \$58  06/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$58  12/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$58  12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$55  12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$55		4	90		\$30.69	\$7.30				
Apprentice to Journeyworker Ratio:115  ORER: CARPENTER TENDER  12/01/2013 \$33.35 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$5.  12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5.  12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5.  12/01/2015 \$36.35 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$5.  12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5.  12/01/2015 \$35.70 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$35.70 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$35.70 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$35.70 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$35.70 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$35.70 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$35.70 \$7.30 \$12.70 \$0.00 \$5.	Apprentice to Journeyworker Ranol 15  ORER: CARPENTER TENDER  12/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$53  12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$54  12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$54  06/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$56  06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$57  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$57  ORER: CEMENT FINISHER TENDER  12/01/2013 \$33.35 \$7.30 \$12.70 \$0.00 \$58  12/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$58  12/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$53  12/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$54  12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$56  06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$56  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$56  06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$56  06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$56  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$56  06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$56  06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$56  06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$56  06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$56  06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$56  06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$56  06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$56  06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$56		Notes:	Williamskii: Antholykys samannoon salamiiiiii. Illiggiisiisis agaalydd		madaki disibilah	and and the second of the seco	manana manananan manggalag	3-ling-ton verywame weregiver, i.e.	Autropia, white-party and a state of the sta	
12/01/2014   \$34.10   \$7.30   \$12.70   \$0.00   \$5.50	12/01/2014   \$34.10   \$7.30   \$12.70   \$0.00   \$54		Appre	ntice to Journeyworker R	atio:1:5	esper marries dimerris ministen. 42	School remainment supplications see	and the second s	effilibedii abialistati nyeevssa saga	IIII-PT We-oddale Alabilish hillshows	
06/01/2014	06/01/2014   \$34.10   \$7.30   \$12.70   \$0.00   \$54     12/01/2014   \$34.85   \$7.30   \$12.70   \$0.00   \$54     12/01/2015   \$35.60   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.60   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$36.35   \$7.30   \$12.70   \$0.00   \$55     12/01/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$57     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58     12/01/2013   \$33.35   \$7.30   \$12.70   \$0.00   \$58     12/01/2014   \$34.10   \$7.30   \$12.70   \$0.00   \$54     12/01/2014   \$34.85   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.60   \$7.30   \$12.70   \$0.00   \$55     12/01/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$55     12/01/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$55     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$55     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$55     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$55     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$55     12/01/2016   \$33.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2016   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2016   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2016   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2016   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2016   \$35.55   \$7.30   \$12.70   \$0.00   \$55     12/01/2016   \$35.55   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.55   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.55   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.55   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.55   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.55   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.55   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.55   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.55   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.55   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.55   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.55   \$7.30   \$12.70   \$0.00   \$55     12/01/201			ER TENDER		12/01/2013	\$33.35	\$7.30	\$12.70	\$0.00	\$53.35
06/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5 12/01/2015 \$36.35 \$7.30 \$12.70 \$0.00 \$5 06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2013 \$33.35 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$5 12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5 12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5 12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5	06/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$36.35 \$7.30 \$12.70 \$0.00 \$56   06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$57   12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$58   12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$58   12/01/2013 \$33.35 \$7.30 \$12.70 \$0.00 \$58   12/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$53   12/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$54   12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$55   12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55   12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55   12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55   12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$56   06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55   12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$55   12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$55   12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$55   12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$55   12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55   12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.75 \$7.30 \$	70.3100 = Z	ONE I			06/01/2014	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
12/01/2015 \$36.35 \$7.30 \$12.70 \$0.00 \$5 06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2013 \$33.35 \$7.30 \$12.70 \$0.00 \$5 06/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$5 12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5 12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5 12/01/2015 \$36.35 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5	12/01/2015 \$36.35 \$7.30 \$12.70 \$0.00 \$56 06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$57 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$58 or apprentice- LABORER"  ORER: CEMENT FINISHER TENDER RERS - ZONE 1  06/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$53 12/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$54 12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$55 12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$55 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$56 06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$57 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$57 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$57 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$57 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$57 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$58  ORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$55 12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$55 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55 12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55 12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55 12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55					12/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5  ORER: CEMENT FINISHER TENDER 12/01/2013 \$33.35 \$7.30 \$12.70 \$0.00 \$5  12/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$5  12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$5  12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5  12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5  12/01/2015 \$36.35 \$7.30 \$12.70 \$0.00 \$5  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5  12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$5  12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$5  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5  12/01/2014 \$35.70 \$7.30 \$12.70 \$0.00 \$5  12/01/2014 \$35.70 \$7.30 \$12.70 \$0.00 \$5	06/01/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$57     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58     12/01/2013   \$33.35   \$7.30   \$12.70   \$0.00   \$53     12/01/2014   \$34.10   \$7.30   \$12.70   \$0.00   \$54     12/01/2014   \$34.85   \$7.30   \$12.70   \$0.00   \$54     12/01/2015   \$35.60   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.60   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.60   \$7.30   \$12.70   \$0.00   \$55     12/01/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$55     12/01/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$55     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$55     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$55     12/01/2014   \$34.25   \$7.30   \$12.70   \$0.00   \$55     12/01/2014   \$33.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2014   \$35.00   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.575   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/2015   \$35.50   \$7.30   \$12.70   \$0.00   \$55     12/01/20					06/01/2015	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
To apprentice rates see "Apprentice- LABORER"    12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$5.	12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58					12/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
For apprentice rates see "Apprentice- LABORER"  ORER: CEMENT FINISHER TENDER  RERS - ZONE 1  06/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$5.  12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5.  12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5.  12/01/2015 \$36.35 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$33.50 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$33.50 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$33.50 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5.	ORER: CEMENT FINISHER TENDER  RERS - ZONE 1  ORONGE: CEMENT FINISHER TENDER  12/01/2013 \$33.35 \$7.30 \$12.70 \$0.00 \$53  06/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$54  12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$36.35 \$7.30 \$12.70 \$0.00 \$56  06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$57  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$57  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$58  For apprentice rates see "Apprentice- LABORER"  ORER: HAZARDOUS WASTE/ASBESTOS REMOVER  12/01/2013 \$33.50 \$7.30 \$12.70 \$0.00 \$58  12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$55  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55					06/01/2016	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
ORER: CEMENT FINISHER TENDER    12/01/2013   \$33.35   \$7.30   \$12.70   \$0.00   \$5.00   \$5.00     12/01/2014   \$34.10   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2014   \$34.85   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.60   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$36.35   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2014   \$33.50   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2014   \$34.25   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2014   \$35.00   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2014   \$35.00   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00   \$5.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00     12/01/2015   \$35.75   \$7.30   \$12.70   \$0.00     12/01/2015   \$35.00   \$7.30   \$12.7	ORER: CEMENT FINISHER TENDER  12/01/2013 \$33.35 \$7.30 \$12.70 \$0.00 \$53  06/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$54  12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$36.35 \$7.30 \$12.70 \$0.00 \$55  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$57  12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$57  12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$58  ORER: HAZARDOUS WASTE/ASBESTOS REMOVER  RERS - 20NE 1  06/01/2014 \$33.50 \$7.30 \$12.70 \$0.00 \$55  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55					12/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
06/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$5.00	06/01/2014 \$34.10 \$7.30 \$12.70 \$0.00 \$54 12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$54 12/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$55 12/01/2015 \$36.35 \$7.30 \$12.70 \$0.00 \$55 12/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$57 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$58 06/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$58 07 apprentice rates see "Apprentice- LABORER"  ORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2013 \$33.50 \$7.30 \$12.70 \$0.00 \$53 12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$55 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55 12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55 12/01/2015 \$36.50 \$7.30 \$12.70 \$0.00 \$55										***************************************
12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$5.06/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5.06/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5.06/01/2015 \$36.35 \$7.30 \$12.70 \$0.00 \$5.06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$5.07 apprentice rates see "Apprentice- LABORER"  ORER: HAZARDOUS WASTE/ASBESTOS REMOVER  12/01/2013 \$33.50 \$7.30 \$12.70 \$0.00 \$5.06/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$5.06/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5.06/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5.06/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5.06/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5.06/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5.06/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$5.06/01/2015 \$35.00 \$0.00 \$5.06/01/2015 \$35.00 \$0.00 \$5.06/01/2015 \$35.00 \$0.00 \$5.06/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$5.06/01/2015 \$35.00 \$0.00 \$5.06/01/2015 \$35.00 \$0.00 \$5.06/01/2015 \$35.00 \$0.00 \$5.06/01/2015 \$35.00 \$0.00 \$5.06/01/2015 \$35.00 \$0.00 \$5.06/01/2015 \$35.00 \$0.00 \$5.06/01/2015 \$35.00 \$0.00 \$5.06/01/2015 \$35.00 \$0.00 \$5.06/01/2015 \$35.00 \$0.00 \$5.06/01/2015 \$35.00 \$0.00 \$5.06/01/2015 \$0.00 \$0.00 \$5.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	12/01/2014 \$34.85 \$7.30 \$12.70 \$0.00 \$54 06/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$55 12/01/2015 \$36.35 \$7.30 \$12.70 \$0.00 \$56 06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$57 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$58 07 apprentice rates see "Apprentice- LABORER"  ORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2013 \$33.50 \$7.30 \$12.70 \$0.00 \$53 06/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$54 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55 06/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55 06/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55 12/01/2015 \$36.50 \$7.30 \$12.70 \$0.00 \$56 12/01/2015 \$36.50 \$7.30 \$			FINISHER TENDEK							\$53.35
06/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$5.00	06/01/2015 \$35.60 \$7.30 \$12.70 \$0.00 \$55 12/01/2015 \$36.35 \$7.30 \$12.70 \$0.00 \$56 06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$57 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$58 For apprentice rates see "Apprentice- LABORER"  ORER: HAZARDOUS WASTE/ASBESTOS REMOVER RERS - ZONE 1										\$54.10
12/01/2015 \$36.35 \$7.30 \$12.70 \$0.00 \$5.00	12/01/2015 \$36.35 \$7.30 \$12.70 \$0.00 \$56 06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$57 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$58  For apprentice rates see "Apprentice- LABORER"  ORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2013 \$33.50 \$7.30 \$12.70 \$0.00 \$53  12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$54  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55  06/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$36.50 \$7.30 \$12.70 \$0.00 \$55										\$54.85
06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$55   12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$55   12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$55   12/01/2013 \$33.50 \$7.30 \$12.70 \$0.00 \$55   12/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$55   12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55   12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55   12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55   12/01/2015 \$10.00 \$	06/01/2016 \$37.10 \$7.30 \$12.70 \$0.00 \$57 12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$58 For apprentice rates see "Apprentice- LABORER"  ORER: HAZARDOUS WASTE/ASBESTOS REMOVER RERS - ZONE 1  06/01/2014 \$33.50 \$7.30 \$12.70 \$0.00 \$53 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55 12/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55 12/01/2015 \$36.50 \$7.30 \$12.70 \$0.00 \$55										\$55.60
12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$5.  ORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2013 \$33.50 \$7.30 \$12.70 \$0.00 \$5.  06/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$5.  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$5.  06/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$5.	12/01/2016 \$38.10 \$7.30 \$12.70 \$0.00 \$58  ORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2013 \$33.50 \$7.30 \$12.70 \$0.00 \$53  06/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$54  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55  06/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$36.50 \$7.30 \$12.70 \$0.00 \$55										\$56.35
ORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2013 \$33.50 \$7.30 \$12.70 \$0.00 \$5.000 \$5.000 \$5.000 \$5.000 \$5.000 \$5.000 \$5.000 \$5.0000 \$	ORER: HAZARDOUS WASTE/ASBESTOS REMOVER  12/01/2013 \$33.50 \$7.30 \$12.70 \$0.00 \$53  06/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$54  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55  06/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$36.50 \$7.30 \$12.70 \$0.00 \$55				Ę						\$57.10
ORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2013 \$33.50 \$7.30 \$12.70 \$0.00 \$55. 06/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$55. 12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55. 06/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55.	ORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2013 \$33.50 \$7.30 \$12.70 \$0.00 \$53  06/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$54  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55  06/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$36.50 \$7.30 \$12.70 \$0.00 \$55	or appren	ntice rates see "	Apprentice- LABORER"		12/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
12/01/2013 \$35.30 \$7.30 \$12.70 \$0.00 \$5.00	RERS - ZONE 1  06/01/2014 \$34.25 \$7.30 \$12.70 \$0.00 \$54  12/01/2014 \$35.00 \$7.30 \$12.70 \$0.00 \$55  06/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55  12/01/2015 \$36.50 \$7.30 \$12.70 \$0.00 \$55				REMOVER	12/01/2012	£32 £0	\$7.20	\$12.70	\$0.00	Ø50 50
12/01/2014       \$35.00       \$7.30       \$12.70       \$0.00       \$5:         06/01/2015       \$35.75       \$7.30       \$12.70       \$0.00       \$5:	12/01/2014     \$35.00     \$7.30     \$12.70     \$0.00     \$55       06/01/2015     \$35.75     \$7.30     \$12.70     \$0.00     \$55       12/01/2015     \$36.50     \$7.30     \$12.70     \$0.00     \$56										
06/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55	06/01/2015 \$35.75 \$7.30 \$12.70 \$0.00 \$55 12/01/2015 \$36.50 \$7.30 \$12.70 \$0.00 \$56										\$54.25
	12/01/2015 \$36.50 \$7.30 \$12.70 \$0.00 \$56										\$55.00
											\$55.75

LABORER MACON TENDER  LABORESS - 2008 1	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
		12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
	ENDOLUM - ZONE I	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
12/01/2015   \$36,60   \$7.30   \$12.70   \$0.00   \$55,60     60/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$57.35     For apprensise miss sea "Apprensize-LABORER"   12/01/2013   \$33.35   \$7.30   \$12.70   \$0.00   \$53.35     LABOREER: MULTIT-TRADE TENDER   12/01/2013   \$33.35   \$7.30   \$12.70   \$0.00   \$53.35     LABOREER: MULTIT-TRADE TENDER   12/01/2014   \$34.10   \$57.30   \$12.70   \$0.00   \$55.30     LABOREER: ACADELIA   12/01/2015   \$35.60   \$7.30   \$12.70   \$0.00   \$55.40     12/01/2015   \$35.60   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2015   \$35.60   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2015   \$36.35   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$38.50   \$7.30   \$12.70   \$0.00   \$55.60		12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
Part		06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
Por apprentice rates see "Apprentice: LABORER"   12/01/2013   \$33.35   \$7.30   \$12.70   \$0.00   \$53.35     LABORERS: AZONE 1   06/01/2014   \$34.10   \$7.30   \$12.70   \$0.00   \$54.10     12/01/2014   \$34.85   \$7.30   \$12.70   \$0.00   \$54.85     12/01/2015   \$35.60   \$7.30   \$12.70   \$0.00   \$54.85     12/01/2016   \$35.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$35.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$35.80   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$35.80   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$35.80   \$7.30   \$12.70   \$0.00   \$55.80     12/01/2016   \$35.80   \$7.30   \$12.70   \$0.00   \$55.80     12/01/2016   \$35.80   \$7.30   \$12.70   \$0.00   \$55.80     12/01/2016   \$35.80   \$7.30   \$12.70   \$0.00   \$55.80     12/01/2016   \$35.80   \$7.30   \$12.70   \$0.00   \$55.30     12/01/2014   \$34.85   \$7.30   \$12.70   \$0.00   \$55.30     12/01/2014   \$34.85   \$7.30   \$12.70   \$0.00   \$55.80     12/01/2014   \$34.85   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2014   \$34.85   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2015   \$35.60   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$35.60   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$35.60   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$35.80   \$7.30   \$12.70   \$0.00   \$55.80     12/01/2016   \$35.80   \$7.30   \$12.70   \$0.00   \$55.80     12/01/2016   \$35.80   \$7.30   \$12.70   \$0.00   \$55.80     12/01/2016   \$35.80   \$7.30   \$12.70   \$0.00   \$55.80     12/01/2016   \$35.80   \$7.30   \$12.70   \$0.00   \$55.80     12/01/2016   \$35.50   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$35.50   \$7.30   \$12.70   \$0.00   \$55.80     12/01/2016   \$35.50   \$7.30   \$12.70   \$0.00   \$55.80     12/01/2016   \$35.50   \$7.30   \$12.70   \$0.00   \$55.80     12/01/2016   \$35.50   \$7.30   \$12.70   \$0.00   \$55.80     12/01/2016   \$35.50   \$7.30   \$12.70   \$0.00   \$55.80     12/01/2016   \$35.50   \$7.30   \$12.70   \$0.00   \$55.80     12/01/2016   \$35.50   \$7.30   \$12.70   \$0.00   \$55.80     12/01/2016   \$35.50   \$7.30   \$12.70   \$0.00   \$55.80     12/		12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
Post apprentice rates see "Apprentice: LABORER"    LABORERS - ZONE		06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
LABORER: MULTI-TRADE TENDER	For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
MAPORERS - ZONE	***************************************	12/01/2013	\$33,35	\$7.30	\$12.70	\$0.00	\$53.35
12/01/2014   \$34.85   \$7.30   \$12.70   \$0.00   \$54.85   \$60   \$60/01/2015   \$35.60   \$7.30   \$12.70   \$0.00   \$55.60   \$60/01/2015   \$35.60   \$7.30   \$12.70   \$0.00   \$55.60   \$60/01/2015   \$36.35   \$7.30   \$12.70   \$0.00   \$55.60   \$60/01/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$57.10   \$7.30   \$12.70   \$0.00   \$57.10   \$7.30   \$12.70   \$0.00   \$57.10   \$7.30   \$12.70   \$0.00   \$57.10   \$7.30   \$12.70   \$0.00   \$57.10   \$7.30   \$12.70   \$0.00   \$57.10   \$7.30   \$12.70   \$0.00   \$57.30   \$12.70   \$0.00   \$57.30   \$12.70   \$0.00   \$57.30   \$12.70   \$0.00   \$57.30   \$12.70   \$0.00   \$57.30   \$12.70   \$0.00   \$57.30   \$12.70   \$0.00   \$57.40   \$1.20   \$1	LABORERS - ZONE I						
12/01/2015   \$36.35   \$7.30   \$12.70   \$0.00   \$55.35     16/01/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$57.10     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58.10     For apprentice rates see "Apprentice-LABORER"   12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58.35     LABORER: TREE REMOVER   12/01/2013   \$33.35   \$7.30   \$12.70   \$0.00   \$54.30     LABORER: TREE REMOVER   12/01/2014   \$34.85   \$7.30   \$12.70   \$0.00   \$54.85     L2/01/2014   \$34.85   \$7.30   \$12.70   \$0.00   \$54.85     L2/01/2015   \$36.35   \$7.30   \$12.70   \$0.00   \$55.60     L2/01/2015   \$36.35   \$7.30   \$12.70   \$0.00   \$55.60     L2/01/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$55.60     L2/01/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$55.60     Laborer Remover Remover and trimming and remover and trimmin							
Post apprentice rates see "Apprentice: LABORER"   12/01/2016   \$33.10   \$7.30   \$12.70   \$0.00   \$55.10							
12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58.10   \$58.10   \$7.30   \$12.70   \$0.00   \$58.10   \$1.20   \$							
This classification applies to all tree work associated with the removal of standing trees, and triming and removal of branches and tients when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company for the surpose of operation, maintenance or repair of utility company for these purposes of operation, maintenance or repair of utility company for these purposes of operation, maintenance or repair of utility company for these purposes of operation, maintenance or repair of utility company for these purposes of operation, maintenance or repair of utility company for these purposes of operation, maintenance or repair of utility company for these purposes of operation, maintenance or repair of utility company for these purposes of operation, maintenance or repair of utility company for the purpose of operation, maintenance or repair of utility company capaignment. For apprentice reares see "Apprentice- LABORER"  **LASER BEAM OPERATOR**  **LASER BEAM O							
12/01/2014   \$33.10   \$7.30   \$12.70   \$0.00   \$53.35   \$1.20   \$1.2	For apprentice rates see "Apprentice- LABORER"			47.00	Q1 <b>=</b> 17.9	\$0.00	\$50.10
1201/2014   \$34.10   \$7.30   \$12.70   \$0.00   \$54.10     1201/2014   \$34.85   \$7.30   \$12.70   \$0.00   \$54.85     1201/2015   \$35.60   \$7.30   \$12.70   \$0.00   \$55.60     1201/2015   \$35.60   \$7.30   \$12.70   \$0.00   \$55.60     1201/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$55.60     1201/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$57.10     1201/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$57.10     1201/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58.10     1201/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58.10     1301/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58.10     1301/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58.10     1301/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58.10     1301/2016   \$38.30   \$7.30   \$12.70   \$0.00   \$58.10     1301/2017   \$33.60   \$7.30   \$12.70   \$0.00   \$53.60     1301/2018   \$33.60   \$7.30   \$12.70   \$0.00   \$53.60     1301/2014   \$34.35   \$7.30   \$12.70   \$0.00   \$55.85     1301/2014   \$35.10   \$7.30   \$12.70   \$0.00   \$55.85     1301/2015   \$35.85   \$7.30   \$12.70   \$0.00   \$55.85     1301/2016   \$33.35   \$7.30   \$12.70   \$0.00   \$55.85     1301/2016   \$33.35   \$7.30   \$12.70   \$0.00   \$55.85     1301/2016   \$33.35   \$7.30   \$12.70   \$0.00   \$55.85     1301/2016   \$33.35   \$7.30   \$12.70   \$0.00   \$55.85     1301/2016   \$33.35   \$7.30   \$12.70   \$0.00   \$55.85     1301/2016   \$33.35   \$7.30   \$12.70   \$0.00   \$55.85     1301/2016   \$33.35   \$7.30   \$12.70   \$0.00   \$56.60     1301/2016   \$33.35   \$7.30   \$12.70   \$0.00   \$56.60     1301/2016   \$33.35   \$7.30   \$12.70   \$0.00   \$56.60     1301/2016   \$33.35   \$7.30   \$12.70   \$0.00   \$56.60     1301/2016   \$33.35   \$7.30   \$12.70   \$0.00   \$56.60     1301/2016   \$33.85   \$7.30   \$12.70   \$0.00   \$56.60     1301/2016   \$33.85   \$10.18   \$16.90   \$0.00   \$66.91     1301/2016   \$33.85   \$10.18   \$16.90   \$0.00   \$66.91     1301/2016   \$38.98   \$10.18   \$16.97   \$0.00   \$66.61     1301/2016   \$38.98   \$10.18   \$16.97   \$0.00   \$66.61     1301/2016   \$38.98   \$10.18   \$16.97   \$0.00   \$66.61     1301/2016   \$38.98   \$10.18   \$16.97   \$0.00		12/01/2013	\$33.35	\$7.30	\$12.70	\$0.00	\$53.35
12/01/2015   \$35.60   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2015   \$36.35   \$7.30   \$12.70   \$0.00   \$55.60     12/01/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$56.35     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$57.10     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$57.10     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58.10     This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and timbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice taxes see "Apprentice- LABORER"    LASER BEAM OPERATOR   12/01/2013   \$33.60   \$7.30   \$12.70   \$0.00   \$53.60     LABORERS - ZONE 1   06/01/2014   \$34.35   \$7.30   \$12.70   \$0.00   \$55.85     12/01/2014   \$35.10   \$7.30   \$12.70   \$0.00   \$55.85     12/01/2015   \$36.60   \$7.30   \$12.70   \$0.00   \$55.85     12/01/2016   \$33.35   \$7.30   \$12.70   \$0.00   \$55.85     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$55.35     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$55.35     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$55.35     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$55.35     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$55.35     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$55.35     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$55.35     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$55.35     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$55.35     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$56.60     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$56.60     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$56.60     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$56.60     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$56.60     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$56.60     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$56.60     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$56.60     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$56.60     1	LABORERS - ZONE I	06/01/2014	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
12/01/2015   \$36.35   \$7.30   \$12.70   \$0.00   \$56.35     06/01/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$57.10     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58.10     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58.10     This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company equipment. For apprentice-trates see "Apprentice-LABORER" LASER BEAM OPERATOR   12/01/2013   \$33.60   \$7.30   \$12.70   \$0.00   \$53.60     LABORERS - 20NE   106/01/2014   \$34.35   \$7.30   \$12.70   \$0.00   \$55.10     12/01/2014   \$35.10   \$7.30   \$12.70   \$0.00   \$55.10     12/01/2015   \$35.85   \$7.30   \$12.70   \$0.00   \$55.85     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$55.85     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$55.85     12/01/2016   \$38.35   \$7.30   \$12.70   \$0.00   \$55.35     12/01/2016   \$38.35   \$7.30   \$12.70   \$0.00   \$55.35     12/01/2016   \$38.35   \$7.30   \$12.70   \$0.00   \$55.35     12/01/2016   \$38.35   \$7.30   \$12.70   \$0.00   \$55.35     12/01/2016   \$38.35   \$7.30   \$12.70   \$0.00   \$55.35     12/01/2016   \$38.35   \$7.30   \$12.70   \$0.00   \$55.35     12/01/2016   \$38.35   \$7.30   \$12.70   \$0.00   \$56.60     12/01/2016   \$38.35   \$7.30   \$12.70   \$0.00   \$56.60     12/01/2016   \$38.35   \$7.30   \$12.70   \$0.00   \$56.60     12/01/2016   \$38.35   \$7.30   \$12.70   \$0.00   \$66.91     12/01/2016   \$38.35   \$7.30   \$12.70   \$0.00   \$66.91     12/01/2016   \$38.35   \$10.18   \$16.90   \$0.00   \$66.91     12/01/2016   \$38.35   \$10.18   \$16.97   \$0.00   \$66.91     12/01/2016   \$38.35   \$10.18   \$16.97   \$0.00   \$66.91     12/01/2016   \$38.98   \$10.18   \$16.97   \$0.00   \$66.91     12/01/2016   \$38.98   \$10.18   \$16.97   \$0.00   \$66.91     12/01/2016   \$38.98   \$10.18   \$16.97   \$0.00   \$66.91     12/01/2016   \$39.68   \$10.18   \$10.97   \$0.00   \$66.91     12/01/2016   \$39.68   \$10.18   \$10.97   \$0.00   \$66.91     12/01/2016   \$39.68   \$10.18   \$10.97   \$0.00   \$66.91     12/01/201		12/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
12/01/2016   \$37.10   \$7.30   \$12.70   \$0.00   \$57.10     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58.10     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00   \$58.10     This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice- rates see "Apprentice- LABORER"    LABORERS - ZONE   1		06/01/2015	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice-LABORER"   12/01/2013   \$33.60   \$7.30   \$12.70   \$0.00   \$53.60		12/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"  LASER BEAM OPERATOR  12/01/2014 \$33.60 \$7.30 \$12.70 \$0.00 \$53.60 \$4.35 \$12/01/2014 \$35.10 \$7.30 \$12.70 \$0.00 \$55.10 \$12/01/2014 \$35.10 \$7.30 \$12.70 \$0.00 \$55.85 \$12/01/2015 \$35.85 \$7.30 \$12.70 \$0.00 \$55.85 \$12/01/2015 \$36.60 \$7.30 \$12.70 \$0.00 \$55.85 \$12/01/2016 \$37.35 \$7.30 \$12.70 \$0.00 \$55.85 \$12/01/2016 \$37.35 \$7.30 \$12.70 \$0.00 \$55.85 \$12/01/2016 \$38.35 \$7.30 \$12.70 \$0.00 \$55.35 \$12/01/2016 \$38.35 \$7.30 \$12.70 \$0.00 \$55.35 \$12/01/2016 \$38.35 \$7.30 \$12.70 \$0.00 \$55.35 \$12/01/2016 \$38.35 \$7.30 \$12.70 \$0.00 \$55.35 \$12/01/2016 \$38.35 \$7.30 \$12.70 \$0.00 \$55.35 \$12/01/2016 \$38.35 \$7.30 \$12.70 \$0.00 \$55.35 \$12/01/2016 \$38.35 \$7.30 \$12.70 \$0.00 \$55.35 \$12/01/2016 \$38.35 \$7.30 \$12.70 \$0.00 \$55.35 \$12/01/2016 \$38.35 \$7.30 \$12.70 \$0.00 \$56.60 \$10.18 \$16.90 \$0.00 \$66.45 \$10.18 \$16.90 \$0.00 \$66.45 \$10.18 \$16.90 \$0.00 \$66.45 \$10.18 \$16.90 \$0.00 \$66.45 \$10.18 \$16.90 \$0.00 \$66.45 \$10.18 \$16.90 \$0.00 \$66.45 \$10.18 \$16.90 \$0.00 \$66.45 \$10.18 \$16.90 \$0.00 \$66.45 \$10.18 \$16.90 \$0.00 \$66.45 \$10.18 \$16.90 \$0.00 \$66.45 \$10.18 \$16.90 \$0.00 \$66.45 \$10.18 \$16.90 \$0.00 \$66.45 \$10.18 \$16.90 \$0.00 \$66.45 \$10.18 \$16.90 \$0.00 \$66.45 \$10.18 \$16.90 \$0.00 \$66.45 \$10.18 \$16.90 \$0.00 \$66.45 \$10.18 \$16.90 \$0.00 \$66.45 \$10.18 \$16.90 \$0.00 \$66.90 \$10.10		06/01/2016	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice-LABORER"  LASER BEAM OPERATOR  LABORERS - ZONE 1  06/01/2014 \$33.360 \$7.30 \$12.70 \$0.00 \$53.60  LABORERS - ZONE 1  06/01/2014 \$34.35 \$7.30 \$12.70 \$0.00 \$55.10  12/01/2014 \$35.10 \$7.30 \$12.70 \$0.00 \$55.10  06/01/2015 \$35.85 \$7.30 \$12.70 \$0.00 \$55.85  12/01/2015 \$36.60 \$7.30 \$12.70 \$0.00 \$55.85  12/01/2016 \$37.35 \$7.30 \$12.70 \$0.00 \$55.60  06/01/2016 \$37.35 \$7.30 \$12.70 \$0.00 \$55.85  For apprentice rates see "Apprentice-LABORER"  MARBLE & TILE FINISHERS  02/01/2014 \$36.66 \$10.18 \$16.83 \$0.00 \$63.67  BRICKLAYERS LOCAL 3 - MARBLE & TILE  08/01/2015 \$37.32 \$10.18 \$16.90 \$0.00 \$64.45  02/01/2015 \$37.82 \$10.18 \$16.90 \$0.00 \$64.45  02/01/2016 \$38.98 \$10.18 \$16.97 \$0.00 \$65.68  02/01/2016 \$38.98 \$10.18 \$16.97 \$0.00 \$65.68  02/01/2016 \$38.98 \$10.18 \$16.97 \$0.00 \$66.91				\$7.30			\$58.10
LABORERS - ZONE 1  06/01/2014 \$34.35 \$7.30 \$12.70 \$0.00 \$54.35  12/01/2014 \$35.10 \$7.30 \$12.70 \$0.00 \$55.10  06/01/2015 \$35.85 \$7.30 \$12.70 \$0.00 \$55.85  12/01/2015 \$36.60 \$7.30 \$12.70 \$0.00 \$55.85  12/01/2016 \$37.35 \$7.30 \$12.70 \$0.00 \$55.85  12/01/2016 \$37.35 \$7.30 \$12.70 \$0.00 \$55.85  12/01/2016 \$37.35 \$7.30 \$12.70 \$0.00 \$55.85  For apprentice rates see "Apprentice- LABORER"  MARBLE & TILE FINISHERS  BRICKLAYERS LOCAL 3 - MARBLE & TILE  08/01/2014 \$36.66 \$10.18 \$16.83 \$0.00 \$63.67  08/01/2015 \$37.82 \$10.18 \$16.90 \$0.00 \$64.45  02/01/2015 \$37.82 \$10.18 \$16.90 \$0.00 \$64.90  08/01/2016 \$38.98 \$10.18 \$16.97 \$0.00 \$65.68  02/01/2016 \$38.98 \$10.18 \$16.97 \$0.00 \$66.13  08/01/2016 \$38.98 \$10.18 \$16.97 \$0.00 \$66.13	This classification applies to all tree work associated with the removal of a utility company for the purpose of operation, maintenance or repair of t	standing trees, and trimming and rer ttility company equipment. For appre	noval of branche intice rates see "/	s and limbs w Apprentice- L.	hen the work is ABORER"	not done for	
06/01/2014   \$34.35   \$7.30   \$12.70   \$0.00   \$54.35   \$12/01/2014   \$35.10   \$7.30   \$12.70   \$0.00   \$55.10   \$12/01/2015   \$35.85   \$7.30   \$12.70   \$0.00   \$55.85   \$12/01/2015   \$35.85   \$7.30   \$12.70   \$0.00   \$55.85   \$12/01/2015   \$36.60   \$7.30   \$12.70   \$0.00   \$55.85   \$12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$57.35   \$12/01/2016   \$38.35   \$7.30   \$12.70   \$0.00   \$57.35   \$12/01/2016   \$38.35   \$7.30   \$12.70   \$0.00   \$58.35   \$12/01/2016   \$38.35   \$7.30   \$12.70   \$0.00   \$58.35   \$12/01/2016   \$38.35   \$7.30   \$12.70   \$0.00   \$58.35   \$12/01/2016   \$38.35   \$10.18   \$16.83   \$0.00   \$63.67   \$10.18   \$16.83   \$0.00   \$64.45   \$10.18   \$16.90   \$0.00   \$64.45   \$10.18   \$16.90   \$0.00   \$64.90   \$10.18   \$16.90   \$0.00   \$64.90   \$10.18   \$16.90   \$0.00   \$65.68   \$10.18   \$16.97   \$0.00   \$65.68   \$10.18   \$16.97   \$0.00   \$65.68   \$10.18   \$16.97   \$0.00   \$66.13   \$16.90   \$10.18   \$16.97   \$0.00   \$66.13   \$16.91   \$10.18   \$16.97   \$0.00   \$66.91   \$10.18   \$10.18   \$10.18   \$10.90   \$10.00   \$66.91   \$10.18   \$10.18   \$10.18   \$10.90   \$10.00   \$66.91   \$10.18   \$10.90   \$10.00   \$10.9		12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
06/01/2015   \$35.85   \$7.30   \$12.70   \$0.00   \$55.85   \$12/01/2015   \$36.60   \$7.30   \$12.70   \$0.00   \$56.60   \$6.	LABORERS - ZONE I	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
12/01/2015   \$36.60   \$7.30   \$12.70   \$0.00   \$56.60		12/01/2014	\$35.10	\$7.30	\$12,70	\$0.00	\$55.10
06/01/2016   \$37.35   \$7.30   \$12.70   \$0.00   \$57.35   \$12/01/2016   \$38.35   \$7.30   \$12.70   \$0.00   \$58.35   \$12/01/2016   \$38.35   \$7.30   \$12.70   \$0.00   \$58.35   \$12/01/2016   \$38.35   \$7.30   \$12.70   \$0.00   \$58.35   \$12.70   \$0.00   \$58.35   \$12.70   \$0.00   \$58.35   \$12.70   \$0.00   \$58.35   \$12.70   \$0.00   \$63.67   \$12.70   \$0.00   \$63.67   \$12.70   \$0.00   \$63.67   \$12.70   \$0.00   \$63.67   \$12.70   \$0.00   \$64.45   \$16.90   \$0.00   \$64.45   \$16.90   \$0.00   \$64.45   \$16.90   \$0.00   \$64.90   \$10.18   \$16.97   \$10.18   \$		06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
MARBLE & TILE FINISHERS   12/01/2014   \$36.66   \$10.18   \$16.83   \$0.00   \$57.35		12/01/2015	\$36.60	\$7.30	\$12,70	\$0.00	\$56.60
For apprentice rates see "Apprentice- LABORER"  MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE  08/01/2014 \$36.66 \$10.18 \$16.83 \$0.00 \$63.67  08/01/2014 \$37.37 \$10.18 \$16.90 \$0.00 \$64.45  02/01/2015 \$37.82 \$10.18 \$16.90 \$0.00 \$64.90  08/01/2015 \$38.53 \$10.18 \$16.97 \$0.00 \$65.68  02/01/2016 \$38.98 \$10.18 \$16.97 \$0.00 \$66.13  08/01/2016 \$39.68 \$10.18 \$17.05 \$0.00 \$66.91		06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	
MARBLE & TILE FINISHERS  BRICKLAYERS LOCAL 3 - MARBLE & TILE  02/01/2014 \$36.66 \$10.18 \$16.83 \$0.00 \$63.67  08/01/2014 \$37.37 \$10.18 \$16.90 \$0.00 \$64.45  02/01/2015 \$37.82 \$10.18 \$16.90 \$0.00 \$64.90  08/01/2015 \$38.53 \$10.18 \$16.97 \$0.00 \$65.68  02/01/2016 \$38.98 \$10.18 \$16.97 \$0.00 \$66.13  08/01/2016 \$39.68 \$10.18 \$17.05 \$0.00 \$66.91		12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
BRICKLAYERS LOCAL 3 - MARBLE & TILE  08/01/2014 \$37.37 \$10.18 \$16.90 \$0.00 \$64.45  02/01/2015 \$37.82 \$10.18 \$16.90 \$0.00 \$64.90  08/01/2015 \$38.53 \$10.18 \$16.97 \$0.00 \$65.68  02/01/2016 \$38.98 \$10.18 \$16.97 \$0.00 \$66.13  08/01/2016 \$39.68 \$10.18 \$17.05 \$0.00 \$66.91	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	06/01/2015   \$35.60   \$7.30   \$12.70   \$0.00     12/01/2016   \$36.35   \$7.30   \$12.70   \$0.00     12/01/2016   \$37.10   \$7.30   \$12.70   \$0.00     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00     12/01/2013   \$33.35   \$7.30   \$12.70   \$0.00     12/01/2014   \$34.10   \$7.30   \$12.70   \$0.00     12/01/2014   \$34.85   \$7.30   \$12.70   \$0.00     12/01/2015   \$35.60   \$7.30   \$12.70   \$0.00     12/01/2015   \$35.60   \$7.30   \$12.70   \$0.00     12/01/2015   \$36.35   \$7.30   \$12.70   \$0.00     12/01/2016   \$37.10   \$7.30   \$12.70   \$0.00     12/01/2016   \$37.10   \$7.30   \$12.70   \$0.00     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00     12/01/2016   \$38.10   \$7.30   \$12.70   \$0.00     12/01/2014   \$34.35   \$7.30   \$12.70   \$0.00     12/01/2014   \$34.35   \$7.30   \$12.70   \$0.00     12/01/2014   \$34.35   \$7.30   \$12.70   \$0.00     12/01/2015   \$35.60   \$7.30   \$12.70   \$0.00     12/01/2016   \$37.35   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.35   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.55   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.55   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.35   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.35   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.35   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.35   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.35   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.35   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.35   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.35   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.35   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.35   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.35   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.35   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.85   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.85   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.85   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.85   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.85   \$7.30   \$12.70   \$0.00     12/01/2016   \$33.85   \$1.18   \$16.9					
08/01/2014       \$37.37       \$10.18       \$16.90       \$0.00       \$64.45         02/01/2015       \$37.82       \$10.18       \$16.90       \$0.00       \$64.90         08/01/2015       \$38.53       \$10.18       \$16.97       \$0.00       \$65.68         02/01/2016       \$38.98       \$10.18       \$16.97       \$0.00       \$66.13         08/01/2016       \$39.68       \$10.18       \$17.05       \$0.00       \$66.91	-	02/01/2014	\$36.66	\$10.18	\$16.83	\$0.00	\$63.67
08/01/2015       \$38.53       \$10.18       \$16.97       \$0.00       \$65.68         02/01/2016       \$38.98       \$10.18       \$16.97       \$0.00       \$66.13         08/01/2016       \$39.68       \$10.18       \$17.05       \$0.00       \$66.91	CONTRACTOR OF THE MAKE WILLS	08/01/2014	\$37.37	\$10.18	\$16.90	\$0.00	\$64.45
02/01/2016       \$38.98       \$10.18       \$16.97       \$0.00       \$66.13         08/01/2016       \$39.68       \$10.18       \$17.05       \$0.00       \$66.91		02/01/2015	\$37.82	\$10.18	\$16.90	\$0.00	\$64.90
08/01/2016 \$39.68 \$10.18 \$17.05 \$0.00 \$66.91		08/01/2015	\$38.53	\$10.18	\$16.97	\$0.00	\$65.68
		02/01/2016	\$38.98	\$10.18	\$16.97	\$0.00	\$66.13
02/01/2017 \$40.14 \$10.18 \$17.05 \$0.00 \$67.37		08/01/2016	\$39.68	\$10.18	\$17.05	\$0.00	\$66.91
		02/01/2017	\$40.14	\$10.18	\$17.05	\$0.00	\$67.37

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 p Issue Date: 03/14/2014

Effective Date Base Wage Health Pension Supplemental Total Rate Unemployment

	Apprei	ntice - M	ARBLE & TILE FINISHER -	- Local 3 Marble & Tile					
		ve Date -	02/01/2014				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$18.33	\$10.18	\$16.83	\$0.00	\$45.34	
	2	60		\$22.00	\$10.18	\$16.83	\$0.00	\$49.01	
	3	70		\$25.66	\$10.18	\$16.83	\$0.00	\$52.67	
	4	80		\$29.33	\$10.18	\$16.83	\$0.00	\$56.34	
	5	90		\$32.99	\$10.18	\$16.83	\$0.00	\$60.00	
	Effecti	ve Date -	08/01/2014				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$18.69	\$10.18	\$16.90	\$0.00	\$45.77	and the second s
	2	60		\$22.42	\$10.18	\$16.90	\$0.00	\$49.50	
	3	70		\$26.16	\$10.18	\$16.90	\$0.00	\$53.24	
	4	80		\$29.90	\$10.18	\$16.90	\$0.00	\$56.98	
	5	90		\$33.63	\$10.18	\$16.90	\$0.00	\$60.71	
÷.	Notes:	- servery systems to	dobbilit indinanii iransaniii iiniireee arciiage (maasiiii iinii	999- VVIIIIABE IAAAAPI, VAPIIAN tuuniain Vaimilain	wareness warmen Archane	**************************************	well-natu merenna enanane inn	mmany samunjako osasakali valkalasi	
)								:	
\$.	Appre	ntice to Joi	ırneyworker Ratio:1:3	Anne xxxxx864_3xxxx xxxxx4x4x4444	alian Paul Paul All I madaganing in	Person menukakan arakakan	minimum minimum transace ech	Andrika' ooderrakila eessaleeAAsi hayyyaliyee	
			S & TERRAZZO MECH	02/01/2014	\$48.10	\$10.18	\$18.15	\$0.00	\$76.43
RICKLAYERS LOCA	4L 3 - M.	ARBLE & TIL.	E .	08/01/2014	\$49.00	\$10.18	\$18.22	\$0.00	\$77.40
				02/01/2015	\$49.56	\$10.18	\$18.22	\$0.00	\$77.96
				08/01/2015	\$50.46	\$10.18	\$18.29	\$0.00	\$78.93
				02/01/2016	5 \$51.03	\$10.18	\$18.29	\$0.00	\$79.50
				08/01/2016	\$51.93	\$10.18	\$18.37	\$0.00	\$80.48
				02/01/2017	\$52.50	\$10.18	\$18.37	\$0.00	\$81.05
									_

Classification

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 20 of 39

	Effect: Step	ve Date - 02/01/2014  percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
	1	50	\$24.05	\$10.18	\$18.15	\$0.00	\$52.3	8
	2	60	\$28.86	\$10.18	\$18.15	\$0.00	\$57.1	
	3	70	\$33.67	\$10.18	\$18.15	\$0.00	\$62.0	0
	4	80	\$38.48	\$10.18	\$18.15	\$0.00	\$66.8	1
	5	90	\$43.29	\$10.18	\$18.15	\$0.00	\$71.6	2
	Effecti Step	ve <b>Date</b> - 08/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
	1	50	\$24.50	\$10.18	\$18.22	\$0.00	\$52.9	0
	2	60	\$29.40	\$10.18	\$18.22	\$0.00	\$57.8	0
	3	70	\$34.30	\$10.18	\$18.22	\$0.00	\$62.7	0
	4	80	\$39.20	\$10.18	\$18.22	\$0.00	\$67.6	0
	5	90	\$44.10	\$10.18	\$18.22	\$0.00	\$72.5	0
	Notes:	n dagaranin istindagan samanista kumarikan kumarikan sandanin samanin samanin samanin samanin samanin samanin	MINIMARINA WARANASIA WASANYIYA MASANIMI AMBANAYA	edical agragation to a distinct agrangation of the distinct and the distinct agrangation and the distinct and the distinct agrangation and the distinct agrangation and the distinct agrangation agrangation agrangation agrangation agrangation agrangation and the distinct agrangation	MAAMMA INWAPPIN HAYAYAAF	Fudu dalAddah uPhiniper AW	emmigración polymentos establicados establicados	
	:							
	Appre	ntice to Journeyworker Ratio:1:5	255 Vicinity Sacressance Highwards Profitstone Administry Highworks of	kuuddata udoljanniya iyyeeyeyyi	stronger spring freed interest@per	Approximate management management management	Andres sugreyappe harmonisting Mayaggape	
ECH. SWEE		ERATOR (ON CONST. SITES) OCAL 4	12/01/201	3 \$40.1	1 \$10.00	\$14.18	\$0.00	\$64.29
For apprentic	e rates see '	Apprentice- OPERATING ENGINEERS"	·					
ECHANICS PERATING ENC			12/01/201	\$40.1	1 \$10.00	\$14.18	\$0.00	\$64.29
For apprentic	e rates see 1	Apprentice- OPERATING ENGINEERS"						
ILLWRIGH		•	10/01/201;	3 \$35.20	\$9.80	\$16.01	\$0.00	\$61.01
ILLWRIGHTS L	OCAL 1121	- ZONE I	04/01/2014	\$35.9	\$9.80	\$16.01	\$0.00	\$61.79
			10/01/2014	\$36.93	\$9.80	\$16.01	\$0.00	\$62.74
			04/01/201:	5 \$37.89	\$9.80	\$16.01	\$0.00	\$63.70

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 21 of 39

		ntice - MILLWRIGHT ive Date - 10/01/2013		Lone I			Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$19.36	\$9.80	\$4.40	\$0.00	\$33.56	
	2	65		\$22.88	\$9.80	\$13.21	\$0.00	\$45.89	
	3	75		\$26.40	\$9.80	\$14.01	\$0.00	\$50.21	
	4	85		\$29.92	\$9.80	\$14.81	\$0.00	\$54.53	
	Effect	ive Date - 04/01/2014	ļ				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$19.79	\$9.80	\$4.40	\$0.00	\$33.99	
	2	65		\$23.39	\$9.80	\$13.21	\$0.00	\$46.40	
	3	75		\$26.99	\$9.80	\$14.01	\$0.00	\$50.80	
	4	85		\$30.58	\$9.80	\$14.81	\$0.00	\$55.19	
	Notes:	to applicate Nucleania strendshish admentste (MAPETEL	AND	Sample Wildelin Sample Wildelin Sample	handelijalek meganjanlem nyanggapiya.	Wildellier and appearance and Suppliers	Acceptance Commission Companies Com-	Company and the company of the compa	
	1	Steps are 2,000 hours							
	Appre	ntice to Journeyworke	r Ratio:1:5	duaren - табриййй этрэгчийн захихийн мүндүүлдд этрэгдүүд т	control Matteriol Michigan we	error meetic interest	ampaya maayaa salabbiid iiiiis	mind restained detectable management	
IORTAR MI		A-F		12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
ABORERS - ZON	VE I			06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
				12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
				06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
				12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
				06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
				12/01/2016	5 \$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentic	e rates see '	'Apprentice- LABORER"	andrina nitra sika a sumina ikina jihaniya da pupakya kyena sulbayas ina ya nitra s						
PERATING ENC	GINEERS L			12/01/2013	\$20.96	\$10.00	\$14.18	\$0.00	\$45.14
		'Apprentice- OPERATING EN	IGINEERS"	······································	*************************************	· · · · · · · · · · · · · · · · · · ·	**************************************	······································	
ILER (TRUC PERATING ENC		NES, GRADALLS) OCAL 4		12/01/2013	\$24.43	\$10.00	\$14.18	\$0.00	\$48.61
For apprentic	e rates see '	'Apprentice- OPERATING EN	GINEERS"						
THER POW PERATING ENC		/EN EQUIPMENT - CL OCAL 4	ASS II	12/01/2013	3 \$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentic	e rates see '	'Apprentice- OPERATING EN	GINEERS"			***************************************			
AINTER (BI ainters loca		,		01/01/2014	\$45.91	\$7.85	\$16.10	\$0.00	\$69.86
IINTEKS LOCA.	L 33 - 2011	5 I		07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
·				01/01/2015	5 \$47.66	\$7.85	\$16.10	\$0.00	\$71.61
				07/01/201:	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
•				01/01/2016	5 \$49.51	\$7.85	\$16.10	\$0.00	\$73.46
				07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
				01/01/2013			\$16.10	\$0.00	\$75.36

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	<u>.</u>
1	50	\$22.96	\$7.85	\$0.00	\$0.00	\$30.81	
2	55	\$25.25	\$7.85	\$3.66	\$0.00	\$36.76	,
3	60	\$27.55	\$7.85	\$3.99	\$0.00	\$39.39	ı
4	65	\$29.84	\$7.85	\$4.32	\$0.00	\$42.01	
5	70	\$32.14	\$7.85	\$14.11	\$0.00	\$54.10	
6	75	\$34.43	\$7.85	\$14.44	\$0.00	\$56.72	
7	80	\$36.73	\$7.85	\$14.77	\$0.00	\$59.35	
8	90	\$41.32	\$7.85	\$15.44	\$0.00	\$64.61	
Effect Step	ive Date - 07/01/2014  percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$23.38	\$7.85	\$0.00	\$0,00	\$31.23	
2	55	\$25.72	\$7.85	\$3.66	\$0.00	\$31.23 \$37.23	
3	60	\$28.06	\$7.85	\$3.99	\$0.00	\$37.23 \$39.90	
4	65	\$30.39	\$7.85	\$4.32	\$0.00	\$39.90 \$42.56	
5	70	\$32.73	\$7.85	\$14.11	\$0.00	\$42.50 \$54.69	
6	75	\$35.07	\$7.85 \$7.85	\$14.44	\$0.00		
7	80	\$37.41	\$7.85	\$14.77	\$0.00	\$57.36 \$60.03	
8	90	\$42.08	\$7.85	\$15.44	\$0.00	\$65.37	
Notes:	ин түстөүүүн элдийний байладайн менений <b>Наминан</b> рекелденд финализи Мурдограм	and the second s	mynymm sysyyvws allabamyyn sy	www.	NAMES OF STREET	Special majorium seemanna soomaal	
Tious.	Steps are 750 hrs.						
Appre	ntice to Journeyworker Ratio:1:1	STRIBBER MERSHIRM ANDROPOL Spinolobel, LAMBRIRM MARPINA AL	NEDOVA BERROLDE WOOGGER MED	WHIRE ALOVADO PRIMINE	smillimin successful disposajur (2012)	erry million Dionara servicies	
	SANDBLAST, NEW) *	01/01/2014	\$42.60	\$7.85	\$16.10	\$0.00	\$66.5
	rfaces to be painted are new construct used. PAINTERS LOCAL 35 - ZONE 1	o7/01/2014	\$43.45	\$7.85	\$16.10	\$0.00	\$67.4
	The second secon	01/01/2015	\$44.35	\$7.85	\$16.10	\$0.00	\$68.3
		07/01/2015	\$45.25	\$7.85	\$16.10	\$0.00	\$69.2
		01/01/2016	\$46.20	\$7.85	\$16.10	\$0.00	\$70.1
		07/01/2016	\$47.15	\$7.85	\$16.10	\$0.00	\$71.1
		01/01/2017	\$48.10	\$7.85	\$16.10	\$0.00	\$72.0

Pension

Step	ve Date - 01/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$21.30	\$7.85	\$0.00	\$0.00	\$29.15	
2	55	\$23.43	\$7.85	\$3.66	\$0.00	\$34.94	
3	60	\$25.56	\$7.85	\$3.99	\$0.00	\$37.40	
4	65	\$27.69	\$7.85	\$4.32	\$0.00	\$39.86	
5	70	\$29.82	\$7.85	\$14.11	\$0.00	\$51.78	
6	75	\$31.95	\$7.85	\$14.44	\$0.00	\$54.24	
7	80	\$34.08	\$7.85	\$14.77	\$0.00	\$56.70	
8	90	\$38.34	\$7.85	\$15.44	\$0.00	\$61.63	
Effecti Step	ve Date - 07/01/2014	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$21.73	\$7.85	\$0.00	\$0.00	\$29.58	
2	55	\$23.90	\$7.85	\$3.66	\$0.00	\$35.41	
3	60	\$26.07	\$7.85	\$3.99	\$0.00	\$37.91	
4	65	\$28.24	\$7.85	\$4.32	\$0.00	\$40.41	
5	70	\$30.42	\$7.85	\$14.11	\$0.00	\$52.38	
6	75	\$32.59	\$7.85	\$14.44	\$0.00	\$54.88	
7	80	\$34.76	\$7.85	\$14.77	\$0.00	\$57.38	
8	90	\$39.11	\$7.85	\$15.44	\$0.00	\$62.40	
Notes:	та четология Чалендам полугался забалалагу афијалдан ушилида эторијал	уунуулын нийддөр ницүлинг меринүн нишкуун айлайсаас барбулан	dahaligaan pihatapilika kasilakishan h	www.c. w.s.	. Philogenia ngjeridhan ganganade mag	where the second	
:	Steps are 750 hrs.					:	
Appre	ntice to Journeyworker Ratio:	1:1	minimos osujusas namsuro via	HETERL SANTEDOM SUPERIOR	hoveling about the character now	was willings incount inabiged	
	SANDBLAST, REPAINT)	01/01/2014	\$40.66	\$7.85	\$16.10	\$0.00	\$64
AL 35 - ZON	5 <i>I</i>	07/01/2014	\$41.51	\$7.85	\$16.10	\$0.00	\$65
		01/01/2015	\$42.41	\$7.85	\$16.10	\$0.00	\$66
		07/01/2015	\$43.31	\$7.85	\$16.10	\$0.00	\$67
		01/01/2016	\$44.26	\$7.85	\$16.10	\$0.00	\$68
		07/01/2016	\$45.21	\$7.85	\$16.10	\$0.00	\$69

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 24 of 39

	Effecti Step	ve Date - 01/01/2014  percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$20.33	\$7.85	\$0.00	\$0.00	\$28.18	
	2	55	\$22.36	\$7.85	\$3.66	\$0.00	\$33.87	
	3	60	\$24.40	\$7.85	\$3.99	\$0.00	\$36.24	
	4	65	\$26.43	\$7.85	\$4.32	\$0.00	\$38.60	
	5	70	\$28.46	\$7.85	\$14.11	\$0.00	\$50.42	
	6	75	\$30,50	\$7.85	\$14.44	\$0.00	\$52.79	
	7	80	\$32.53	\$7.85	\$14.77	\$0.00	\$55.15	
	8	90	\$36.59	\$7.85	\$15.44	\$0.00	\$59.88	
	Effecti	ve Date - 07/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$20.76	\$7.85	\$0.00	\$0.00	\$28.61	
	2	55	\$22.83	\$7.85	\$3.66	\$0.00	\$34.34	
	3	60	\$24.91	\$7.85	\$3.99	\$0.00	\$36.75	
	4	65	\$26.98	\$7.85	\$4.32	\$0.00	\$39.15	
	5	70	\$29.06	\$7.85	\$14.11	\$0.00	\$51.02	
	6	75	\$31.13	\$7.85	\$14.44	\$0.00	\$53.42	
	7	80	\$33.21	\$7.85	\$14.77	\$0.00	\$55.83	
	8	90	\$37.36	\$7.85	\$15.44	\$0.00	\$60.65	
	Notes:	Steps are 750 hrs.	anderson enderler autminist minimier anderson stockeren	ANTERNA ANAMAN AMINATAN	Na VPO <sub>C</sub> OMINE ANNA ANALAS EST POPULAÇÃO	s Palakis and Ph. administration appearance of the sec	undergraphy and physical surface of the control of	
	Appre	ntice to Journeyworker Ratio:1:1	CHARACT ORIGINAL NUMBERS STRUMENT PERFECT ANSWERS.	DAVIDUS DANDERUM ANDRESS	on Mildools - Transplant - Artifician	oberses mannin vermen oc	ACIZA, MARSHIMIP INSSAIRIN SYTTMAS	
		MARKINGS)	12/01/201	3 \$33.3:	5 \$7.30	\$12.70	\$0.00	\$53.3
RERS - ZOI	VE 1		06/01/201	4 \$34.10	\$7.30	\$12.70	\$0.00	\$54.1
			12/01/201	4 \$34.8:	\$7.30	\$12.70	\$0.00	\$54.8
			06/01/201	5 \$35.60	\$7.30	\$12.70	\$0.00	\$55.6
			12/01/201	5 \$36.3:	\$7.30	\$12.70	\$0.00	\$56.3
			06/01/201	5 \$37.10	\$7.30	\$12.70	\$0.00	\$57.1
or Apprenti	ce rates see	"Apprentice- LABORER"	12/01/201	\$38.10	\$7.30	\$12.70	\$0.00	\$58.1
NTER / T	APER (B	RUSH, NEW) *	01/01/201	4 \$41.20	\$7.85	\$16.10	\$0.00	\$65.1
		faces to be painted are new construction used. PAINTERS LOCAL 35 - ZONE 1	on, 07/01/201	4 \$42.0:	\$7.85	\$16.10	\$0.00	\$66.0
Pantia	o siun de	MANAGEMENT OF STATE O	01/01/201	5 \$42.9:	\$7.85	\$16.10	\$0.00	\$66.9
			07/01/201	5 \$43.8:	5 \$7.85	\$16.10	\$0.00	\$67.8
			01/01/201	6 \$44.80	\$7.85	\$16.10	\$0.00	\$68.7
			07/01/201	6 \$45.7:	5 \$7.85	\$16.10	\$0.00	\$69.7
					\$7.85	\$16.10		

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 25 of 39

Apprentice - PAINTER - Local 35 Zone 1 - BRUSH NEW

	Effecti	ive Date - 01/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$20.60	\$7.85	\$0.00	\$0.00	\$28.45	
	2	55	\$22.66	\$7.85	\$3.66	\$0.00	\$34.17	
	3	60	\$24.72	\$7.85	\$3.99	\$0.00	\$36.56	
	4	65	\$26.78	\$7.85	\$4.32	\$0.00	\$38.95	
	5	70	\$28.84	\$7.85	\$14.11	\$0.00	\$50.80	
	6	75	\$30.90	\$7.85	\$14.44	\$0.00	\$53.19	
	7	80	\$32.96	\$7.85	\$14.77	\$0.00	\$55.58	
	8	90	\$37.08	\$7.85	\$15.44	\$0.00	\$60.37	
	Effecti	ive Date - 07/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$21.03	\$7.85	\$0.00	\$0.00	\$28.88	
	2	55	\$23.13	\$7.85	\$3.66	\$0.00	\$34.64	
	3	60	\$25.23	\$7.85	\$3.99	\$0.00	\$37.07	
	4	65	\$27.33	\$7.85	\$4.32	\$0.00	\$39.50	
	5	70	\$29.44	\$7.85	\$14.11	\$0.00	\$51.40	
	6	75	\$31.54	\$7.85	\$14.44	\$0.00	\$53.83	
	. 7	80	\$33.64	\$7.85	\$14.77	\$0.00	\$56.26	
	8	90	\$37.85	\$7.85	\$15.44	\$0.00	\$61.14	
	Notes:	- Washinin shaekiliy menjuga menjuga poppism sambalah Akadada gaptami	independence superiory is consequently appropriate Wilderstein	ANTHORNY WINAARD DINNINGS	илления полиции	evenus sometime mostinger i in	and a present something the second	
		Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1	HIRIBINIUM INSTAINTI IILIANNA PAOLINII AARIIILAA HORSIILAA A	Swep-ye, downstall abbide-fall for	аницы - чакарууч - жилилин	emining specials common and	mgs.sv. scientific Address or system	
		RUSH, REPAINT)	01/01/2014	\$39.26	\$7.85	\$16.10	\$0.00	\$63.21
NTERS LOCA.	L, 33 - ZUNI	2 /	07/01/2014	\$40,11	\$7.85	\$16.10	\$0.00	\$64.06
			01/01/2015	\$41.01	\$7.85	\$16.10	\$0.00	\$64.96
			07/01/2015	\$41.91	\$7.85	\$16.10	\$0.00	\$65.86
			01/01/2016	\$42.86	\$7.85	\$16.10	\$0.00	\$66.81
			07/01/2016	\$43.81	\$7.85	\$16.10	\$0.00	\$67.76
			01/01/2017	\$44.76	\$7.85	\$16.10	\$0.00	\$68.71

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 26 of 39

	Step	percent 01/01/2014	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$19.63	\$7.85	\$0.00	\$0.00	\$27.48	
	2	55	\$21.59	\$7.85	\$3.66	\$0.00	\$33.10	
	3	60	\$23.56	\$7.85	\$3.99	\$0.00	\$35.40	
	4	65	\$25.52	\$7.85	\$4.32	\$0.00	\$37.69	
	5	70	\$27.48	\$7.85	\$14.11	\$0.00	\$49.44	
	6	75	\$29.45	\$7.85	\$14.44	\$0.00	\$51.74	
	7	80	\$31.41	\$7.85	\$14.77	\$0.00	\$54.03	
	8	90	\$35.33	\$7.85	\$15.44	\$0.00	\$58.62	
	Effecti	ive Date - 07/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$20.06	\$7.85	\$0.00	\$0.00	\$27.91	
	2	55	\$22.06	\$7.85	\$3.66	\$0.00	\$33.57	
	3	60	\$24.07	\$7.85	\$3.99	\$0.00	\$35.91	
	4	65	\$26.07	\$7.85	\$4.32	\$0.00	\$38.24	
	5	70	\$28.08	\$7.85	\$14.11	\$0.00	\$50.04	
	6	75	\$30.08	\$7.85	\$14.44	\$0.00	\$52.37	
	7	80	\$32.09	\$7.85	\$14.77	\$0.00	\$54.71	
	8	90	\$36.10	\$7.85	\$15.44	\$0.00	\$59.39	
!	Notes:		olister symmetriken margeletysm Mehillekyster, Atheritiese anderstanne Asternation	estagashiriti WilderAndham WilderAstrit	MA Prinder BaleAnder Personaline	errephonikas obserptypygge chonochrisky cy	equinary, increasing manuflying increasing	
:	Supreme villatore	Steps are 750 hrs.	WWW **EMIRINEER ANGERELIA'S NIIIIIIIIIIN'S GENORORIES ARTHUR P. IIII. STOPP TO THE TRANSPORT OF THE PROPERTY O	SAMIIMI BEBIIDE MINESAG A	trivilland notes have appagrows	PHILIPPIN SOURCE HUMBON P.C.	CHERT HILLSON AMARIN ARRIVED	
	Appre	ntice to Journeyworker Ratio:1:1						
		UCKS DRIVER UL NO. 10 ZONE A	12/01/2013	\$31.88	\$9.41	\$8.80	\$0.00	\$50.09
DIERO JOINI	COOMC	n, NO. 10 ZONE A	06/01/2014	\$32.23	\$9.41	\$8.80	\$0.00	\$50.44
			08/01/2014	\$32.23	\$9.91	\$8.80	\$0.00	\$50.94
			12/01/2014	\$32.23	\$9.91	\$9.33	\$0.00	\$51.47
			06/01/2015	\$32.58	\$9.91	\$9.33	\$0.00	\$51.82
			08/01/2015	\$32.58	\$10.41	\$9.33	\$0.00	\$52.32
			12/01/2015	\$32.58	\$10.41	\$10.08	\$0.00	\$53.07
			06/01/2016	\$33.08	\$10.41	\$10.08	\$0.00	\$53.57
			08/01/2016	\$33.08	\$10.91	\$10.08	\$0.00	\$54.07
			12/01/2016	5 \$33.08	\$10.91	\$10.89	\$0.00	\$54.88
	CK CO	NSTRUCTOR (UNDERPINNING	AND 08/01/2013	\$40.10	\$9.80	\$18.17	\$0.00	\$68.07
K) driver loca	1L 56 (20	ONE 1)	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
			08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
E DRIVER			08/01/2013	\$40.10	\$9.80	\$18.17	\$0.00	\$68.07
DRIVER LOCA	1L 56 (ZC	DNE 1)	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
			08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07

Step	ive Date - 08/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat
1	50	\$20.05	\$9.80	\$18.17	\$0.00	\$48.0
2	60	\$24.06	\$9.80	\$18.17	\$0.00	\$52.0
3	70	\$28.07	\$9.80	\$18.17	\$0.00	\$56.0
4	75	\$30.08	\$9.80	\$18.17	\$0.00	\$58.0
5	80	\$32.08	\$9.80	\$18.17	\$0.00	\$60.0
6	80	\$32.08	\$9.80	\$18.17	\$0.00	\$60.0
7	90	\$36.09	\$9.80	\$18.17	\$0.00	\$64.0
8	90	\$36.09	\$9.80	\$18.17	\$0.00	\$64.0
Effect	ive Date - 08/01/2014				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra
1	50	\$20.80	\$9.80	\$18.17	\$0.00	\$48.7
2	60	\$24.96	\$9.80	\$18.17	\$0.00	\$52.9
3	70	\$29.12	\$9.80	\$18.17	\$0.00	\$57.0
4	75	\$31.20	\$9.80	\$18.17	\$0.00	\$59.1
5	80	\$33.28	\$9.80	\$18.17	\$0.00	\$61.2
6	80	\$33.28	\$9.80	\$18.17	\$0.00	\$61.2
7	90	\$37.44	\$9.80	\$18.17	\$0.00	\$65.4
8	90	\$37.44	\$9.80	\$18.17	\$0.00	\$65.4
Notes	тем компьють положения предостигний предостигний предоставления положения предоставления положения положения п	Allegation offsteping papelprism historians minimized properties therefore	oblamining propertylens desired	rock visikeleighti miningagim nyirisaayi	s 1991/2000 dadarahin yangkariya sersadan	S Sandalladadira carbadoselasa yaqbananga
HIMMI AMILIANI	entice to Journeyworker Ratio:	1.3	HILLING PARKE HILLIAL	w shorter, waster, commin.	LAGANA 7/9 IIIIII VALVARIN IINIIAIIIII	statistical systems committee

Apprentice -	PIPEFITTER - Local 537	
Apprenuce ~	I II EX II IEN - LOCAL JO/	

tep	percent	Apprentice Base Wage		Pension	Supplemental Unemployment	Total Rate
	40	\$19.74	\$8.75	\$6.50	\$0.00	\$34.99
2	45	\$22.20	\$8.75	\$14.39	\$0.00	\$45.34
3	60	\$29.60	\$8.75	\$14.39	\$0.00	\$52.74
4	70	\$34.54	\$8.75	\$14.39	\$0.00	\$57.68
5	80	\$39,47	\$8.75	\$14.39	\$0.00	\$62.61

\*\* 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.

Refrig/AC Mechanic \*\*1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:\*\*

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
LABORERS - ZONE 1	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
PLUMBERS & GASFITTERS	03/01/2014	\$49.41	\$9.82	\$14.29	\$0.00	\$73.52
PLUMBERS & GASFITTERS LOCAL 12	09/01/2014	\$50.41	\$9.82	\$14.29	\$0.00	\$74.52
	03/01/2015	\$51.41	\$9.82	\$14.29	\$0.00	\$75.52
	09/01/2015	\$52.41	\$9.82	\$14.29	\$0.00	\$76.52
	03/01/2016	\$53.56	\$9.82	\$14.29	\$0.00	\$77.67
	09/01/2016	\$54.61	\$9.82	\$14.29	\$0.00	\$78.72
	03/01/2017	\$55.61	\$9.82	\$14.29	\$0.00	\$79.72

Apprentice - PLUMBER/GASFITTER - Local 12

Supplementa	al
n Unemploymen	
3 \$0.00	0 \$32.44
2 \$0.00	90 \$35.60
8 \$0.06	90 \$45.08
7 \$0.00	90 \$51.41
5 \$0.00	\$57.73
Supplementa	al
n Unemploymen	
3 \$0.06	0 \$32.79
2 \$0.00	90 \$36.00
8 \$0.06	0 \$45.63
7 \$0.00	\$52.06
5 \$0.00	\$58.48
especial equation minima, amanda	i. iii.iiii.iii. seriii.iiiii. seris-orii.i ooloolog
Allien values	Sundaylattis antoristis ettiylittiyyo ottishiris
	.75 \$14.39

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 29 of 39

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
LABORERS - ZONE I	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"		······································			· A-8-; ·	**************************************
POWDERMAN & BLASTER	12/01/2013	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
LABORERS - ZONE I	06/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	12/01/2014	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	06/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	12/01/2015	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	06/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
	12/01/2016	\$39.10	\$7.30	\$12.70	\$0.00	\$59.10
For apprentice rates see "Apprentice- LABORER"		- Park and a second				
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	12/01/2013	\$28.11	\$10.00	\$14.18	\$0.00	\$52.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 25a	05/01/2011	\$29.99	\$7.75	\$5.91	\$0.00	\$43.65
RECLAIMERS  OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work)  CARPENTERS -ZONE 1 (Residential Wood)	04/01/2011	\$37.25	\$8.67	\$15.51	\$0.00	\$61.43
RESIDENTIAL WOOD FRAME CARPENTER **  ** The Residential Wood Frame Carpenter classification applies	05/01/2011	\$27.49	\$6.34	\$6.23	\$0.00	\$40.06
and to the construction of new wood from a recidences that do						

not exceed four stories including the basement. CARPENTERS -ZONE 1 (Residential Wood)

only to the construction of new, wood frame residences that do

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 30 of 39

As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.

Pension

Apprentice -	CARPENTER	(Residential	Wood Frame,	) - Zone 1
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Appro	Apprentice - CARPENTER (Residential Wood Frame) - Zone 1						
Effect Step	five Date - 05/01/2011 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60	\$16.49	\$6.34	\$0.00	\$0.00	\$22.83	
2	60						
3	65	\$16.49	\$6.34	\$6.23	\$0.00	\$29.06	
4	•	\$17.87	\$6.34	\$6.23	\$0.00	\$30.44	
	70	\$19.24	\$6.34	\$6.23	\$0.00	\$31.81	
5	75	\$20.62	\$6.34	\$6.23	\$0.00	\$33.19	
6	80	\$21.99	\$6.34	\$6.23	\$0.00	\$34.56	
7	85	\$23.37	\$6.34	\$6.23	\$0.00	\$35.94	
8	90	\$24.74	\$6.34	\$6.23	\$0.00	\$37.31	
Notes	TO THE INTERNAL MATERIAL MEDICAL MEDICAL PROPERTY THEORY THEORY THEORY (SPATE) IN THE PROPERTY ARCTIVES	ed stabballane weekstaa indicente alliballiteid teoriaaaa oo iiilisaane	NATIONAL BROWNING NOT CONTROL OF THE PROPERTY	Allowerski spanillone stoppjaten?	attivities and production and the file	Manager Physipperia commonwalsh companying	
						!	
Appr	entice to Journeyworker Ratio:1:5	* s.P.J.d.Killis. ninoia 2-17 NP-ossilyiii s.J.H.J.H.Mis. Hilladeli v. Wobodi'ssa's	entendente, resentente intelescon et	minus -eamon annisan	окинчен ш-чуч-че іккішіні іч-і	RESEAS CAMBOANA INCASSING DEDUCTES	
	ED BUGGY OPERATOR	12/01/201	3 \$33.60	\$7.30	\$12.70	\$0.00	\$53.60
IBORERS - ZONE I		06/01/201	4 \$34.35	\$7.30	\$12.70	\$0.00	\$54.35
		12/01/201	4 \$35.10	\$7.30	\$12.70	\$0.00	\$55.10
		06/01/201	5 \$35.85	\$7.30	\$12.70	\$0.00	\$55.85
		12/01/201	5 \$36.60	\$7.30	\$12.70	\$0.00	\$56.60
		06/01/201	6 \$37.35	\$7.30	\$12.70	\$0.00	\$57.35
you		12/01/201	6 \$38.35	\$7.30	\$12.70	\$0.00	\$58.35
	"Apprentice- LABORER"	HIAP-&P11/22&AAAH999999999999999999999999999999999		Managananan, pananan namba aras		A	**************************************
OLLER/SPREADER P <i>ERATING ENGINEERS I</i>	JMULCHING MACHINE OCAL 4	12/01/201	3 \$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see	"Apprentice- OPERATING ENGINEERS"	•					
OOFER (Inc.Roofer	Waterproofing &Roofer Damproofg)	02/01/201	4 \$39.21	\$10.50	\$10.70	\$0.00	\$60.41

08/01/2014

02/01/2015

08/01/2015

02/01/2016

\$40.11

\$41.01

\$41.91

\$42.81

\$10.70

\$10.70

\$10.70

\$10.70

\$10.50

\$10.50

\$10.50

\$10.50

\$0.00

\$0.00

\$0.00

\$0.00

\$61.31

\$62.21

\$63.11

\$64.01

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 31 of 39

ROOFERS LOCAL 33

	Step	ve Date - percent	02/01/2014	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$19.61	\$10.50	\$3.38	\$0.00	\$33.49	
	2	60		\$23.53	\$10.50	\$10.70	\$0.00	\$44.73	
	3	65		\$25.49	\$10.50	\$10.70	\$0.00	\$46.69	
	4	75		\$29.41	\$10.50	\$10.70	\$0.00	\$50.61	
	5	85		\$33.33	\$10.50	\$10.70	\$0.00	\$54.53	
	Effecti	ve Date -	08/01/2014				Supplemental		
	Step	percent	**************************************	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$20.06	\$10.50	\$3.38	\$0.00	\$33.94	
	2	60		\$24.07	\$10.50	\$10.70	\$0.00	\$45.27	
	3	65		\$26.07	\$10.50	\$10.70	\$0.00	\$47.27	
	4	75		\$30.08	\$10.50	\$10.70	\$0.00	\$51.28	
	5	85		\$34.09	\$10.50	\$10.70	\$0.00	\$55.29	
	Appre	mgagagan Samakalga, ay	2000 hrs.; Steps 2-5 are 10 urneyworker Ratio:**	00 hrs.	processor agreement processor as	мүндүүн шийгийн мүнүүлийн д	PPWAREW SSEAMPLA APREPANT, APAL	Market sherhardoon A medahaday MAAAMada	
		E / PRECA	AST CONCRETE	02/01/201	4 \$39.46	\$10.50	\$10.70	\$0.00	\$60.66
FERS LOCAL 3	33			08/01/2014	4 \$40.36	\$10.50	\$10.70	\$0.00	\$61.56
				02/01/201:	5 \$41.26	\$10.50	\$10.70	\$0.00	\$62.46
				08/01/201	5 \$42.16	\$10.50	\$10.70	\$0.00	\$63.36
For apprentice i	rates see '	Apprentice- l	ROOFER"	02/01/201	6 \$43.06	\$10.50	\$10.70	\$0.00	\$64.26
EETMETAL ETMETAL WOR	WORK	ŒR	4.4	02/01/201	4 \$42.76	\$9.82	\$19.74	\$2.17	\$74.49
EINEINE WOR	CKERDLE	CAL IV-A		08/01/201	4 \$43.61	\$9.82	\$19.74	\$2.17	\$75.34
				02/01/201	5 \$44.51	\$9.82	\$19.74	\$2.17	\$76.24
				08/01/201	5 \$45.51	\$9.82	\$19.74	\$2.17	\$77.24
				02/01/201	6 \$46.51	\$9.82	\$19.74	\$2.17	\$78.24
				08/01/201	6 \$47.66	\$9.82	\$19.74	\$2.17	\$79.39
							010 = 1	00 4 7	
				02/01/201	7 \$48.76	\$9.82	\$19.74	\$2.17	\$80.49
				02/01/201 08/01/201			\$19.74 \$19.74	\$2.17 \$2.17	\$80.49 \$81.59

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 32 of 39

Supplemental Unemployment

SIGN ERECTOR

PAINTERS LOCAL 35 - ZONE 1

\$7.05

\$7.07

\$0.00

\$39.93

Step	ive Date - 02/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.10	\$9.82	\$4.28	\$0.00	\$31.20
2	40	\$17.10	\$9.82	\$4.28	\$0.00	\$31.20
3	45	\$19.24	\$9.82	\$8.70	\$1.13	\$38.89
4	45	\$19.24	\$9.82	\$8.70	\$1.13	\$38.89
5	50	\$21.38	\$9.82	\$9.49	\$1.22	\$41.91
6	50	\$21.38	\$9.82	\$9.74	\$1.23	\$42.17
7	60	\$25.66	\$9.82	\$11.05	\$1.40	\$47.93
8	65	\$27.79	\$9.82	\$11.84	\$1.48	\$50.93
9	75	\$32.07	\$9.82	\$13.41	\$1.66	\$56.96
10	85	\$36.35	\$9.82	\$14.48	\$1.82	\$62.47
Effecti	ive Date - 08/01/2014				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	\$17.44	\$9.82	\$4.28	\$0.00	\$31.54
2	40	\$17.44	\$9.82	\$4.28	\$0.00	\$31.54
3	45	\$19.62	\$9.82	\$8.70	\$1.13	\$39.27
4	45	\$19.62	\$9.82	\$8.70	\$1.13	\$39.27
5	50	\$21.81	\$9.82	\$9.49	\$1.22	\$42.34
6	50	\$21.81	\$9.82	\$9.74	\$1.23	\$42.60
7	60	\$26.17	\$9.82	\$11.05	\$1.40	\$48.44
8	65	\$28.35	\$9.82	\$11.84	\$1.48	\$51.49
9	75	\$32.71	\$9.82	\$13.41	\$1.66	\$57.60
10	85	\$37.07	\$9.82	\$14.48	\$1.82	\$63.19
Notes:	mai valintati vaaninaa ahtiriitke mii nemb kontriit aanidhiinb	Samerror 1903/1903 BANGARA BARANCO JACTUNO MARROR HARVES MINISTER MORANA	separate mention sugar	v001-20 00000biii0000 20000v/viiive 0+0+0+13-	AZ HAZISPOPE GIZBARON GARBANIO AMBRONI.	:
	Steps are 6 mos.					

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 33 of 39

06/01/2013

\$25.81

**Total Rate** 

Pension

	Effecti Step	ve Date - 06/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98	
	2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72	
	3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01	
	4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30	
	5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19	
	6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48	
	7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77	
	8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06	
	9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35	
	Notes:	Steps are 4 mos.		MAIANAN PERMITER PROPAGA	angillaciam andratand Newson in	-VIIV-S-PP WIIIVING HIL-AAMA WA	PRINCES PARTY PARTY NAMED IN CONTROL OF THE PARTY NAMED IN CONTROL OF T	
	Appre	ntice to Journeyworker Ratio:1:1	eronini didahbw urnaram aarpiroge njegolovi ijiweegos a	adaneer rammuun aquqonges,	MARKETS BARREITS APPROACH		inacia anavone manare	
		H MOVING EQUIP < 35 TONS	12/01/2013	3 \$32.3	4 \$9.41	\$8.80	\$0.00	\$50.55
EAMSTERS JOINT	r COUNC.	IL NO. 10 ZONE A	06/01/2014	\$32.6	9 \$9.41	\$8.80	\$0.00	\$50.90
			08/01/2014	\$32.6	9 \$9.91	\$8.80	\$0.00	\$51.40
			12/01/2014	\$32.6	9 \$9.91	\$9.33	\$0.00	\$51.93
			06/01/2015	\$33.0	4 \$9.91	\$9.33	\$0.00	\$52.28
			08/01/2015	\$33.0	4 \$10.41	\$9.33	\$0.00	\$52.78
			12/01/2015	\$33.0	4 \$10.41	\$10.08	\$0.00	\$53.53
			06/01/2016	5 \$33.5	4 \$10.41	\$10.08	\$0.00	\$54.03
			08/01/2016	§33.5	4 \$10.91	\$10.08	\$0.00	\$54.53
			12/01/2016	5 \$33.5	4 \$10.91	\$10.89	\$0.00	\$55.34
		H MOVING EQUIP > 35 TONS	12/01/2013	3 \$32.6	3 \$9.41	\$8.80	\$0.00	\$50.84
EAMSTERS JOIN1	r counc	IL NO. 10 ZONE A	06/01/2014	\$32.9	8 \$9.41	\$8.80	\$0.00	\$51.19
			08/01/2014	4 \$32.9	8 \$9.91	\$8.80	\$0.00	\$51.69
			12/01/2014	\$32.9	8 \$9.91	\$9.33	\$0.00	\$52.22
			06/01/201:	5 \$33.3	3 \$9.91	\$9.33	\$0.00	\$52.57
			08/01/201:	5 \$33.3	3 \$10.41	\$9.33	\$0.00	\$53.07
			12/01/201:	5 \$33.3	3 \$10.41	\$10.08	\$0.00	\$53.82
			06/01/2016	5 \$33.8	3 \$10.41	\$10.08	\$0.00	\$54.32
			08/01/2010				\$0.00	\$54.82

**Issue Date:** 03/14/2014 Wage Request Number: 20140314-021 Page 34 of 39

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPRINKLER FITTER	03/01/2014	\$53.58	\$8,42	\$13.60	\$0.00	\$75.60
SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	10/01/2014	\$54.73	\$8.42	\$13.60	\$0.00	\$76.75
	01/01/2015	\$54.73	\$8.42	\$13.75	\$0.00	\$76.90
	03/01/2015	\$55.73	\$8.42	\$13.75	\$0.00	\$77.90
	10/01/2015	\$56.88	\$8.42	\$13.75	\$0.00	\$79.05
	01/01/2016	\$56.88	\$8.67	\$13.90	\$0.00	\$79.45
	03/01/2016	\$57.88	\$8.67	\$13.90	\$0.00	\$80.45
	10/01/2016	\$59.03	\$8.67	\$13.90	\$0.00	\$81.60
	03/01/2017	\$60.03	\$8.67	\$13.90	\$0.00	\$82.60

Apprentice -	SPRINKLER	FITTER -	Local 550	(Section 4)	Zone 1
Appremiee -	DI MINITEM	1 1 1 1 1/// -	LOCUL JJU	(DECEROTE M)	Lone I

Step	ive Date - 03/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$18.75	\$8.42	\$8.25	\$0.00	\$35.42
2	40	\$21.43	\$8.42	\$8.25	\$0.00	\$38.10
3	45	\$24.11	\$8.42	\$8.25	\$0.00	\$40.78
4	50	\$26.79	\$8.42	\$8.25	\$0.00	\$43.46
5	55	\$29.47	\$8.42	\$8.25	\$0.00	\$46.14
6	60	\$32.15	\$8.42	\$8.25	\$0.00	\$48.82
7	65	\$34.83	\$8.42	\$8.25	\$0.00	\$51.50
8	70	\$37.51	\$8.42	\$8.25	\$0.00	\$54.18
9	75	\$40.19	\$8.42	\$8.25	\$0.00	\$56.86
10	80	\$42.86	\$8.42	\$8.25	\$0.00	\$59.53
Effect	ive Date - 10/01/2014				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35	\$19.16	\$8.42	\$8.25	\$0.00	\$35.83
2	40	\$21.89	\$8.42	\$8.25	\$0.00	\$38.56
3	45	\$24.63	\$8.42	\$8.25	\$0.00	\$41.30
4	50	\$27.37	\$8.42	\$8.25	\$0.00	\$44.04
5	55	\$30.10	\$8.42	\$8.25	\$0.00	\$46.77
6	60	\$32.84	\$8.42	\$8.25	\$0.00	\$49.51
		#0 = ==		\$8.25	ምስ ስለ	\$52.24
7	65	\$35.57	\$8.42	\$6.25	\$0.00	\$32.24
7 8	65 70	\$35.57 \$38.31	\$8.42 \$8.42	\$8.25	\$0.00	\$52.24 \$54.98
8	70	\$38.31	\$8.42	\$8.25	\$0.00	\$54.98
8 9 10	70 75 80	\$38.31 \$41.05	\$8.42 \$8.42	\$8.25 \$8.25	\$0.00 \$0.00	\$54.98 \$57.72
8 9 10 Notes:	70 75 80  Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours	\$38.31 \$41.05 \$43.78	\$8.42 \$8.42	\$8.25 \$8.25	\$0.00 \$0.00	\$54.98 \$57.72

STEAM BOILER OPERATOR
OPERATING ENGINEERS LOCAL 4

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN
OPERATING ENGINEERS LOCAL 4

12/01/2013 \$40.11 \$10.00 \$14.18 \$0.00 \$64.29

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 35 of 39

Classification  For apprentice rates see "Apprentice- OPERATING ENGINEERS"	Effective Date B		Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN	03/01/2014	\$33.44	\$13.00	\$13.03	\$0.00	\$59.47
ELECTRICIANS LOCAL 103	09/01/2014	\$33.84	\$13.00	\$13.05	\$0.00	\$59.89
	03/01/2015	\$34.38	\$13.00	\$13.06	\$0.00	\$60.44
	09/01/2015	\$35.10	\$13.00	\$13.08	\$0.00	\$61.18
	03/01/2016	\$35.81	\$13.00	\$13.10	\$0.00	\$61.91

	Step	ve Date - percent	03/01/2014	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	40		\$13.38	\$13.00	\$0.40	\$0.00	\$26.78	
	2	40		\$13.38	\$13.00	\$0.40	\$0.00	\$26.78	
	3	45		\$15.05	\$13.00	\$10.29	\$0.00	\$38.34	
	4	45		\$15.05	\$13.00	\$10.29	\$0.00	\$38.34	
	5	50		\$16.72	\$13.00	\$10.54	\$0.00	\$40.26	i
	6	55		\$18.39	\$13.00	\$10.79	\$0.00	\$42.18	
	7	60		\$20.06	\$13.00	\$11.04	\$0.00	\$44.10	+
	8	65		\$21.74	\$13.00	\$11.29	\$0.00	\$46.03	
	9	70		\$23.41	\$13.00	\$11.54	\$0.00	\$47.95	
	10	75		\$25.08	\$13.00	\$11.79	\$0.00	\$49.87	
		ve Date -	09/01/2014				Supplemental		
	Step	percent		Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	40		\$13.54	\$13.00	\$0.41	\$0.00	\$26.95	i
	2	40		\$13.54	\$13.00	\$0.41	\$0.00	\$26.95	í
	3	45		\$15.23	\$13.00	\$10.30	\$0.00	\$38.53	i
	4	45		\$15.23	\$13.00	\$10.30	\$0.00	\$38.53	i
	5	50		\$16.92	\$13.00	\$10.55	\$0.00	\$40.47	,
	6	55		\$18.61	\$13.00	\$10.80	\$0.00	\$42.41	
	7	60		\$20.30	\$13.00	\$11.05	\$0.00	\$44.35	;
	8	65		\$22.00	\$13.00	\$11.30	\$0.00	\$46.30	)
	9	70		\$23.69	\$13.00	\$11.55	\$0.00	\$48.24	ļ
	10	75		\$25.38	\$13.00	\$11.80	\$0.00	\$50.18	i
	Notes:	COMMENT VARIANT -		Andrew Angles An	"Nitroment Supervisidal demon-	AND ANAMONOS, SINVASINOS ANTO-	og (NIII - 1972)—1984). MangO-mand - mandananada - 3	ements summer marketin embering	
	Appre	ntice to Jo	urneyworker Ratio:1:1	- Comment Colored Comments Washing provided interestal.	weeksteens seemille will	yrs emmenter sammane samtun	mii saaguugu suumaani saaamiin sa	Anagelli, Stageleicher, Grandensen, ausbehageb.	
	FINISHE.			02/01/201	4 \$47.	00 \$10.1	8 \$18.15	\$0.00	\$75.3
AYERS L	OCAL 3 - M	ARBLE & TII	LE	08/01/201	4 \$47.	90 \$10.1	8 \$18.22	\$0.00	\$76.3
				02/01/201	5 \$48.	46 \$10.1	8 \$18.22	\$0.00	\$76.8
				08/01/201	5 \$49.	36 \$10.1	8 \$18.29	\$0.00	\$77.8
				02/01/201	6 \$49.	93 \$10.1	8 \$18.29	\$0.00	\$78.4
				08/01/201	6 \$50.	83 \$10.1	8 \$18.37	\$0.00	\$79.3

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 36 of 39

Total Rate

Apprentice -	TERRAZZO FINISHER - Local 3 Marble & Tile
Effective Date	- 02/01/2014

Effect	ive Date - 02/01/2014				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$23.50	\$10.18	\$18.15	\$0.00	\$51.83	
2	60	\$28.20	\$10.18	\$18.15	\$0.00	\$56.53	
3	70	\$32.90	\$10.18	\$18.15	\$0.00	\$61.23	
4	80	\$37.60	\$10.18	\$18.15	\$0.00	\$65.93	
5	90	\$42.30	\$10.18	\$18.15	\$0.00	\$70.63	
Effect Step	ive Date - 08/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
j	50	\$23.95	\$10.18	\$18.22	\$0.00	\$52.35	and the second s
2	60	\$28.74	\$10.18	\$18.22	\$0.00	\$57.14	
3	70	\$33.53	\$10.18	\$18.22	\$0.00	\$61.93	
4	80	\$38.32	\$10.18	\$18.22	\$0.00	\$66.72	
5	90	\$43.11	\$10.18	\$18.22	\$0.00	\$71.51	
Notes			AND MARKET MARKET STANDARD AND AND AND AND AND AND AND AND AND AN	COMMENT EMALABATE SPRANKAM	TARABAMAY WARAMANA AMMANAKA AATA	Account to the contract of the	
	entice to Journeyworker Ratio:1:3						d-1,
TEST BORING DRILL LABORERS - FOUNDATION		12/01/201			\$12.90	\$0.00	\$54.90
		06/01/201		\$7.30	\$12.90	\$0.00	\$55.65
		12/01/201			\$12.90	\$0.00	\$56.40
		06/01/201			\$12.90	\$0.00	\$57.15
		12/01/201			\$12.90	\$0.00	\$57.90
		06/01/201		\$7.30	\$12.90	\$0.00	\$58.65
For apprentice rates see	"Apprentice- LABORER"	12/01/201	6 \$39.45	\$7.30	\$12.90	\$0.00	\$59.65
TEST BORING DRILL		12/01/201	3 \$33.42	\$7.30	\$12.90	\$0.00	\$53.62
LABORERS - FOUNDATION	I AND MARINE	06/01/201	4 \$34.17	\$7.30	\$12.90	\$0.00	\$54.37
		12/01/201	4 \$34.92	\$7.30	\$12.90	\$0.00	\$55.12
		06/01/201	5 \$35.67	\$7.30	\$12.90	\$0.00	\$55.87
		12/01/201	5 \$36.42	\$7.30	\$12.90	\$0.00	\$56.62
		06/01/201	6 \$37.17	\$7.30	\$12.90	\$0.00	\$57.37
For apprentice rates see	"Apprentice- LABORER"	12/01/201	6 \$38.17	\$7.30	\$12.90	\$0.00	\$58.37
TEST BORING LABO	RER	12/01/201	3 \$33.30	\$7.30	\$12.90	\$0.00	\$53.50
LABORERS - FOUNDATION	I AND MARINE	06/01/201			\$12.90	\$0.00	\$54.25
		12/01/201			\$12.90	\$0.00	\$55.00
		06/01/201			\$12.90	\$0.00	\$55.75
		12/01/201	5 \$36.30	\$7.30	\$12.90	\$0.00	\$56.50
		06/01/201	6 \$37.05		\$12.90	\$0.00	\$57.25
		12/01/201	6 \$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see	"Appropriate LADORED"						

Issue Date: 03/14/2014

Wage Request Number:

20140314-021

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"		-				
TRAILERS FOR EARTH MOVING EQUIPMENT	12/01/2013	\$32.92	\$9.41	\$8.80	\$0.00	\$51.13
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$33.27	\$9.41	\$8.80	\$0.00	\$51.48
	08/01/2014	\$33.27	\$9.91	\$8.80	\$0.00	\$51.98
	12/01/2014	\$33.27	\$9.91	\$9.33	\$0.00	\$52.51
	06/01/2015	\$33.62	\$9.91	\$9.33	\$0.00	\$52.86
	08/01/2015	\$33.62	\$10.41	\$9.33	\$0.00	\$53.36
	12/01/2015	\$33.62	\$10.41	\$10.08	\$0.00	\$54.11
	06/01/2016	\$34.12	\$10.41	\$10.08	\$0.00	\$54.61
	08/01/2016	\$34.12	\$10.91	\$10.08	\$0.00	\$55.11
	12/01/2016	\$34.12	\$10.91	\$10.89	\$0.00	\$55.92
TUNNEL WORK - COMPRESSED AIR	12/01/2013	\$45.58	\$7.30	\$13.30	\$0.00	\$66.18
LABORERS (COMPRESSED AIR)	06/01/2014	\$46.33	\$7.30	\$13.30	\$0.00	\$66.93
	12/01/2014	\$47.08	\$7.30	\$13.30	\$0.00	\$67.68
	06/01/2015	\$47.83	\$7.30	\$13.30	\$0.00	\$68.43
	12/01/2015	\$48.58	\$7.30	\$13.30	\$0.00	\$69.18
	06/01/2016	\$49.33	\$7.30	\$13.30	\$0.00	\$69.93
	12/01/2016	\$50.33	\$7.30	\$13.30	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"	Tall-Abbit		**************************************		Mikalidi of dispose apayana perpanjan para ana ana anggo popugar	
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)  LABORERS (COMPRESSED AIR)	12/01/2013	\$47.58	\$7.30	\$13.30	\$0.00	\$68.18
Labotano (Com Rasida) May	06/01/2014	\$48.33	\$7.30	\$13.30	\$0.00	\$68.93
	12/01/2014	\$49.08	\$7.30	\$13.30	\$0.00	\$69.68
	06/01/2015	\$49.83	\$7.30	\$13.30	\$0.00	\$70.43
	12/01/2015	\$50.58	\$7.30	\$13.30	\$0.00	\$71.18
	06/01/2016	\$51.33	\$7.30	\$13.30	\$0.00	\$71.93
	12/01/2016	\$52.33	\$7.30	\$13.30	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"	**************************************			······		***************************************
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	12/01/2013	\$37.65	\$7.30	\$13.30	\$0.00	\$58.25
	06/01/2014	\$38.40	\$7.30	\$13.30	\$0.00	\$59.00
	12/01/2014	\$39.15	\$7.30	\$13.30	\$0.00	\$59.75
	06/01/2015	\$39.90	\$7.30	\$13.30	\$0.00	\$60.50
	12/01/2015	\$40.65	\$7.30	\$13.30	\$0.00	\$61.25
	06/01/2016	\$41.40	\$7.30	\$13.30	\$0.00	\$62.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$42.40	\$7.30	<b>\$</b> 13.30	\$0.00	\$63.00
TUNNEL WORK - FREE AIR (HAZ. WASTE)	13/01/2012	620.00		¢12.20	<b>ሮ</b> ስ ስለ	\$CO 35
LABORERS (FREE AIR TUNNEL)	12/01/2013	\$39.65	\$7.30	\$13.30 £12.20	\$0.00	\$60.25
	06/01/2014	\$40.40	\$7.30	\$13.30	\$0.00	\$61.00
	12/01/2014	\$41.15	\$7.30	\$13.30	\$0.00	\$61.75
	06/01/2015	\$41.90	\$7.30	\$13.30	\$0.00	\$62.50
	12/01/2015	\$42.65	\$7.30	\$13.30	\$0.00	\$63.25
	06/01/2016	\$43.40	\$7.30	\$13.30	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$44.40	\$7.30	\$13.30	\$0.00	\$65.00

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 38 of 39

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL	12/01/2013	\$32.34	\$9.41	\$8.80	\$0.00	\$50.55
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$32.69	\$9.41	\$8.80	\$0.00	\$50.90
	08/01/2014	\$32.69	\$9.91	\$8.80	\$0.00	\$51.40
	12/01/2014	\$32.69	\$9.91	\$9.33	\$0.00	\$51.93
	06/01/2015	\$33.04	\$9.91	\$9.33	\$0.00	\$52.28
	08/01/2015	\$33.04	\$10.41	\$9.33	\$0.00	\$52.78
	12/01/2015	\$33.04	\$10.41	\$10.08	\$0.00	\$53.53
	06/01/2016	\$33.54	\$10.41	\$10.08	\$0.00	\$54.03
	08/01/2016	\$33.54	\$10.91	\$10.08	\$0.00	\$54.53
	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34
WAGON DRILL OPERATOR	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
LABORERS - ZONE I	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						^~~~~=========
WASTE WATER PUMP OPERATOR  OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER	03/01/2014	\$49.41	\$9.82	\$14.29	\$0.00	\$73.52
PLUMBERS & GASFITTERS LOCAL 12	09/01/2014	\$50.41	\$9.82	\$14.29	\$0.00	\$74.52
	03/01/2015	\$51.41	\$9.82	\$14.29	\$0.00	\$75.52
	09/01/2015	\$52.41	\$9.82	\$14.29	\$0.00	\$76.52
	03/01/2016	\$53.56	\$9.82	\$14.29	\$0.00	\$77.67
	09/01/2016	\$54.61	\$9.82	\$14.29	\$0.00	\$78.72
	03/01/2017	\$55.61	\$9.82	\$14.29	\$0.00	\$79.72
For apprentice rates see "Apprentice-PLUMBER/PIPEFITTER" or "PL	UMBER/GASFITTER"					

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours) unless otherwise specified.

- \* Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof.
- \*\* Multiple ratios are listed in the comment field.
- \*\*\* APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
- \*\*\*\* APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

Issue Date: 03/14/2014 Wage Request Number: 20140314-021 Page 39 of 39

## MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM

							Check No.			The state of the s				
		and the second			5	Project Gross Wages (G)	Total Gross Wages				The state of the s			-
	:pupus	ate Sheat No		llons			Prev. Wage (F)		-	W	A 100			
Payroll No.:	Work Week Ending:	Min. Wage Rate Sheat No.		nefft Contribut		Sim	Unemp (E)	SAN CONTRACTOR						
	No.			urly Fringe Be		ERISA	Pension Plan (D)							
	Tax Payer ID No.	ocation;		"Employer" Hourly Fringe Benefit Contributions		Health & Wetfare	Insurance (C)							
	)0	Public Works Project Location:				Hourty Base	Wage (B)							
Phone No.:	Contract No:	Public Wo					All Other Hours					1000	and the	
			;			Hours	Sa.							
							Th. Fr.							
						Worked	We.							
				54 obtavi (2		×	7G.	100 TO						
		oject Name:		Name:			Mo.			a a		9		
Address		Public Works Project		Subcontractor's Name		je,	te Su.							
PPR	THE	Pub		SIL		Api	Work Classification: (%)		·					
			77777			Employee is	OSHA 10 Certified (?)							
Company's Name:	Employer's Signature:	Awarding Authority's Name:	Temporary Control of the Control of	General / Prime Contractor's Name:			Employee Name & Complete Address							

NOTE: Pursuant to MGL Ch. 149 s.27B, every contractor and subcontractor is required to submit a "true and accurate" copy of their weekly payroll records directly to the awarding authority. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.

 Date recieved by awarding authority	1
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## WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. For every week in which an apprentice is employed, a photocopy of the apprentice's identification card must be attached to the payroll report. Once collected, the awarding authority is also required to preserve those records for three years.

In addition, each such contractor, subcontractor, or public body shall furnish to the awarding authority directly, within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

STATEMENT OF COMPLIANCE			
	, 20		
I,	,		
(Name of signatory party) do hereby state:	(Title)		
•	e payment of the persons employed by		
	on the		
(Contractor, subcontractor or public b	ody) (Building or project)		
and that all mechanics and appren-	tices, teamsters, chauffeurs and laborers employed on		
said project have been paid in acco	tices, teamsters, chauffeurs and laborers employed on ordance with wages determined under the provisions of		
said project have been paid in acco	ordance with wages determined under the provisions of		
said project have been paid in acco	tices, teamsters, chauffeurs and laborers employed on ordance with wages determined under the provisions of wen of chapter one hundred and forty nine of the		
said project have been paid in accordance twenty-six and twenty-sex	ordance with wages determined under the provisions of		
said project have been paid in accordance twenty-six and twenty-ser General Laws.	ordance with wages determined under the provisions of		
said project have been paid in accordance twenty-six and twenty-ser General Laws.	ordance with wages determined under the provisions of wen of chapter one hundred and forty nine of the		